Ontario

ANNUAL REPORT

of the

JUSTICES OF THE PEACE APPOINTMENTS ADVISORY COMMITTEE

for the Period from

1 September 2010 to 31 December 2011

Toronto, Ontario
January 2013

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Persons wishing to comment on the process of the Justices of the Peace Appointments Advisory Committee are invited to write to:

The Chair
Justices of the Peace Appointments Advisory Committee
3rd Floor
720 Bay Street
Toronto, Ontario
M7A 2S9

PREVIOUS PUBLICATIONS OF THE JUSTICES OF THE PEACE APPOINTMENTS ADVISORY COMMITTEE:

- *Annual Report* for the Period from 1 January 2007 to 31 December 2007 (January 2009).
- *Annual Report* for the Period from 1 January 2008 to 31 August 2009 (January 2011).
- *Annual Report* for the Period from 1 September 2009 to 31 August 2010 (August 2011).

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January 31, 2013

The Honourable John Gerretsen
Attorney General for Ontario
11th Floor
720 Bay Street
Toronto, Ontario
M7A 2S9

Dear Mr. Attorney:

The Justices of the Peace Appointments Advisory Committee is pleased to present to you the fourth report on our activity since the establishment of the Committee pursuant to the amendments to the *Justices of the Peace Act* in 2007.

This report is for the period of September 1, 2010 to December 31, 2011.

As we advised in our 2008-09 annual report, the Committee is reporting based on its process year (September 1 to August 31) rather than by calendar year. The Committee's intention is to make the information reported easier to understand as our process cycle will not be split between two annual reports.

However, as a result of the legislative amendments to the *Justices of the Peace Act* that were proclaimed into force on August 2, 2011, the Committee's process has changed from an annual province-wide advertisement-based recruitment process to a vacancy-based process. The Committee will therefore be returning to a calendar year annual report starting in 2012. In order to transition to calendar year reporting, this annual report covers a 16-month period.

This report covers all significant matters related to the classification of candidates for the role of a justice of the peace in the Ontario Court of Justice.

Respectfully yours,

Original signed by Seth Rudin

Seth Rudin
Chair

CHAIR'S SUMMARY

I am pleased to report on the activities of the Justices of the Peace Appointments Advisory Committee (the Committee) over the past 16 months.

As we advised in our 2008-09 annual report, it was the Committee's intention to report based on its process year (September 1 to August 31) rather than by calendar year. However, as a result of the legislative amendments to the *Justices of the Peace Act* that were proclaimed into force on August 2, 2011, the Committee's process has changed from an annual province-wide advertisement-based recruitment process to a vacancy-based process. The Committee will therefore be returning to a calendar year annual report starting in 2012. To transition to calendar year reporting, this annual report covers a 16-month period.

Over the last 16 months, the Committee continued to fulfill its mandate in attracting and classifying candidates for appointment as justices of the peace, receiving close to 1200 applications.

In addition to fulfilling the Committee's mandate of evaluating and classifying applications received, as a result of legislative amendments to the *Justices of the Peace Act* that took effect August 2, 2011, the Committee has worked hard to design a new vacancy-based application process.

As we transition our process from the annual province-wide advertisement-based recruitment process to a vacancy-based process for specific base courts, we will rely on our collective experiences to create an optimal process for the identification of candidates for justices of the peace. I am confident that the Committee's collective experience will lead to a revised process that will continue to provide outstanding candidates for the important role of a justice of the peace.

I would like to thank all Committee members for their dedication to the Committee, their assistance in the creation of our new process and their role in the classification of those individuals applying for the role of justice of the peace.

Seth Rudin
Chair

INTRODUCTION

Establishment of the Justices of the Peace Appointments Advisory Committee and its Mandate

The Justices of the Peace Appointments Advisory Committee (the "Committee") was established in 2007 following amendments to the *Justices of the Peace Act,* R.S.O. 1990, C. J.4. The Committee is an independent and arm's length agency of the Ministry of the Attorney General whose duties are to classify candidates for appointment as justices of the peace and to report those classifications to the Attorney General. Justices of the peace are appointed by the Lieutenant Governor in Council on the recommendation of the Attorney General. A copy of the *Justices of the Peace Act* is attached as Appendix A.

What is the Role of a Justice of the Peace?

A justice of the peace in Ontario is a judicial officer appointed pursuant to the *Justices of the Peace Act*. This Act affirms that a justice of the peace has judicial jurisdiction throughout Ontario and creates a framework under which justices of the peace are appointed and hold office, and also provides for the conditions under which they perform their duties. During this reporting period, there were over 330 justices of the peace in Ontario that were assigned to judicial responsibilities. The Ontario Court of Justice, one of Ontario's two trial courts, is comprised of both provincially appointed judges and justices of the peace.

The judicial functions, powers and duties of a justice of the peace are set out in legislation and case law. Two of the more important legislative Acts which confer jurisdiction upon a justice of the peace are the *Criminal Code* and the Ontario *Provincial Offences Act*, but there are many other federal and provincial statutes and regulations that empower justices of the peace with legal authority and/or jurisdiction. Primarily, the two main areas of jurisdiction are criminal law and regulatory law (provincial offences).

Respecting criminal law, justices of the peace preside over virtually all judicial interim release (bail) hearings in the province and the majority of criminal remand courts. They also preside over other criminal hearings. They receive informations (the document which commences a criminal proceeding), confirm or consider the issuance of process by either a summons or a warrant and are responsible for receiving and considering the denial or issuance of search warrants and other matters of criminal process.

Justices of the peace exercise jurisdiction over the majority of provincial regulatory offences and municipal by-law prosecutions. As in criminal proceedings, justices of the peace receive informations and warrant applications, consider the issuance of process and preside at hearings and trials.

On appointment, a justice of the peace must cease other employment and refrain from any political activity. The *Justices of the Peace Act* states that a justice of the peace shall not engage in any other remunerative work without the approval of the Justices of the Peace Review Council. Justices of the peace must retire upon attaining the age of 65 years, but may continue in office until attaining the age of 75 years, subject to the annual approval of the Chief Justice of Ontario.[1]

The Justices of the Peace Appointments Advisory Committee

The Committee consists of a core committee of seven members, including a judge and a justice of the peace appointed by the Chief Justice of the Ontario Court of Justice, a justice of the peace appointed by the Chief Justice of the Ontario Court of Justice who is either the Senior Justice of the Peace Responsible for the Ontario Native Justice of the Peace Program or another justice of the peace familiar with aboriginal issues, and four lay members appointed by the Attorney General.

In addition, the Committee has seven regional committees, one for each of the regions of the Ontario Court of Justice. These regional committees consist of the Regional Senior Judge and the Regional Senior Justice of the Peace or their delegates, not more than five other lay members appointed by the Attorney General, and a lawyer appointed by the Attorney General. The Attorney General has appointed one member in each region to act as the Regional Lead during the term of their appointment. The role of the Regional Lead is to coordinate the screening, interviewing, reference checking, and the classification process for justice of the peace candidates within their region.

In total, there are 63 members on the Committee.

Initially the core committee met monthly with the regional leads joining their meetings every second month. As of April 2008, the core committee and regional leads meet jointly on a monthly basis. The purpose of these meetings is to review ongoing Committee business and discuss matters related to the Committee's policies and procedures.

Starting in 2008, the Committee holds an annual meeting of all members. This annual meeting provides an opportunity for the full Committee to review its activities over the past year, hear from speakers regarding topics relevant to the Committee's operations, and prepare any changes to be included in the next year's process.

A short biography of each of the members is attached as Appendix B.

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[1] On June 2, 2008, the Ontario Superior Court of Justice in *Assn. of Justices of the Peace of Ontario, Brenna Brown, Moreland Lynn and Meena Nadkarni, Applicants v. Attorney General of Ontario [2008]* O.J. No. 2131, the Court ruled that every justice of the peace shall retire upon attaining the age of 65 years.

THE COMMITTEE'S PROCESS

During the 2010-11 process year, the Committee continued to draw from successful undertakings and revisions to its process from past application cycles. On August 2, 2011, after completion of the 2010-11 annual process cycle, legislative amendments to the *Justices of the Peace Act* took effect that changed the Committee's process from an annual to a vacancy-based process. Accordingly, the Committee commenced a review of its application form, policies and procedures, and selection criteria in preparation for the new process. All of these documents are available to the public through the Ontario Courts website at www.ontariocourts.ca/ocj/jpaac. These documents are attached, respectively, as Appendix C, Appendix D and Appendix E.

From its inception in 2007 to December 31, 2011, the Committee has reviewed a total of 2168 resumes that were on file with the Ministry prior to the amendment to the *Justices of the Peace Act* establishing the Committee, and 7958 applications submitted on the application form developed by the Committee. During the reporting period covered by this annual report (September 1, 2010 to December 31, 2011), 1182 applications were reviewed and classified by the Committee.

Activities

In the fall of 2010, the Committee placed a province-wide advertisement inviting applications for all regions of the province. The ad, widely placed in provincial, regional and local newspapers, as well as in French language, ethnic and native media, was for the period September 11, 2010 to October 22, 2010. A copy of the advertisement is attached as Appendix F.

On October 4, 2010, the Attorney General requested that the Committee identify bilingual justice of the peace candidates for vacancies in Sault Ste. Marie and Timmins in the Northeast Region, and that candidates for these positions be provided prior to the anticipated conclusion of the province-wide cycle.

Subsequent to the Attorney General's request, the Committee undertook additional efforts with respect to outreach to bilingual candidates, including:

- enlisting the assistance of the Ministry of the Attorney General's French Language Services Office in utilizing their network to target organizations in the Northeast Region to assist with attracting bilingual candidates to apply;

- sending a letter to all bilingual candidates province-wide who applied during the 2010 advertising period advising them that there was a particular need in Sault Ste. Marie and Timmins, and asking them whether they wished to revise the regions/base courts that they were applying to as a result.

As well, the Committee modified its process to fast-track applications from bilingual candidates who applied to Sault Ste. Marie and/or Timmins through a separate evaluation process.

The Committee completed its review and classification of justice of the peace applications, including interviews, for all of the applications filed during the advertising period, as well as those filed on an ongoing basis from October 31, 2009 to September 10, 2010, by June 2011.

The classifications of all candidates were reported by the Committee to the Attorney General by June 1, 2011.

Additionally, the Committee reviewed other justice of the peace applications filed on an ongoing basis (as permitted under the annual province-wide advertisement-based recruitment process) from October 23, 2010 to July 18, 2011. The classifications of those candidates whose evaluation was completed were reported by the Committee to the Attorney General by July 28, 2011.

Change of Process – August 2, 2011

As a result of legislative amendments to the *Justices of the Peace Act* that were proclaimed into force on August 2, 2011, the Committee's process changed from an annual province-wide advertisement-based recruitment process to a vacancy-based process.

The effect of these amendments is that the Committee will no longer advertise annually for applications for justice of the peace positions in each region of the province. Instead, the Committee will be advertising for applications for vacant justice of the peace positions only, upon the request of the Attorney General.

Applications that were received by the Committee after October 22, 2010 but prior to August 2, 2011, and where the Committee had not classified the candidate prior to the process changing, will fall under the transition provision in the legislative amendments, as follows:

> **Transition**
> (12.1) In reviewing and evaluating applications for an advertised vacancy, the Advisory Committee shall also consider every application for justice of the peace positions received by the Committee before the day on which subsection 4(2) of Schedule 1 to the *Good Government Act, 2011* comes into force that meets the requirements of the vacancy, if the candidate has not yet been classified and the application has not been withdrawn. 2011, c. 1, Sched. 1, s. 4 (2).

The Committee carried forward into the new process 12 applications that fall under the transition provision.

Process Review

During the summer and fall of 2011, the Committee undertook a review of its policies and procedures, including revisions to the application form, in preparation for the new vacancy-based process resulting from the legislative amendments to the *Justices of the Peace Act*.

On August 2, 2011, in conjunction with updates to its website advising of the new vacancy-based process, the Committee implemented an e-mail notification service on its website to allow potential candidates to sign up to receive e-mail notification of advertised justice of the peace vacancies.

Review and Evaluation Process (prior to August 2, 2011)

Candidates may be selected for an interview as part of the application review and evaluation process.

Interview panels will consist of at least four (4) Committee members, at least one of whom is a lay member for the region to which the candidate is applying and another of whom is a judge or justice of the peace.

Where a region grants an interview to a candidate who has applied for more than one region, there will be a judicial member and a lay member representing each region to which the candidate has applied on the interview panel.

Language Proficiency Testing

Candidates who have been selected for an interview may be required to undergo standardized language proficiency testing in the language(s) in which they indicate proficiency. Candidates are not advised of the results of the language proficiency testing.

Reference Checks and Discreet Inquiries

Committee members may undertake reference checks and/or discreet inquiries as part of the process.

Classification Process (prior to August 2, 2011)

Upon completion of the evaluation process, candidates are classified as Not Qualified, Qualified, or Highly Qualified.

The list of all classified candidates is sent to the Attorney General. When the opportunity for an appointment of a justice of the peace arises, the Attorney General selects a candidate from the list of Qualified and Highly Qualified classifications.

A candidate's classification is in effect from the 1st day of June following the submission of the application and continues for two years ending on the 31st day of May.

As is the practice with similar committees in Canada, candidates will not be notified of their classification.

Confidentiality

The Committee maintains strict confidentiality with respect to the personal information of candidates except to the extent as is necessary for the Committee to perform its duties (e.g., discreet inquiries).

STATISTICS

Applications received and evaluated in 2010-11 as a result of the advertisement placed in September 2010, as well as received on an ongoing basis:
(October 31, 2009 - July 18, 2011)

Region	Number of Single Region Applications Received and Classified	Number of Multi-Region* Applications Received and Classified	Number of Days of Interviews Held	Number of Candidates selected for an interview - Single Region	Number of Candidates selected for an interview - Multi-Region*
Central East	132	246	4	26	33
Central West	146	248	4	24	33
East	107	90	3	18	17
Northeast	80	80	3	15	18
Northwest	39	22	2	9	5
Toronto	138	285	2	12	32
West	131	118	4	21	20
Multi-Region*	--	--	10	--	--
TOTAL	773	409**	--	125	57**
TOTAL SINGLE & MULTI-REGION	1182		32	182	

* Multi-Region refers to an application from a candidate who has applied to more than one region

** Number of multi-region candidates

Applications received on an ongoing basis between October 23, 2010 and August 1, 2011 and carried forward under the transition provision[+] (candidates not classified prior to August 2, 2011[++]):		
Region	**Number of Single Region Applications Carried Forward under Transition Provision**	**Number of Multi-Region* Applications Carried Forward under Transition Provision**
Central East	0	2
Central West	4	2
East	1	0
Northeast	0	0
Northwest	3	0
Toronto	1	1
West	1	0
Multi-Region*	--	--
TOTAL	10	2**
TOTAL SINGLE & MULTI-REGION	12	

[+] Subsection 2.1(12.1) of the *Justices of the Peace Act*

[++] Legislative amendments to the *Justices of the Peace Act* took effect August 2, 2011

* Multi-Region refers to an application from a candidate who has applied to more than one region

** Number of multi-region candidates

Appendix A

LEGISLATION

Excerpt from the *Justices of the Peace Act*

Prior to August 2, 2011

Justices of the Peace Appointments Advisory Committee

2.1 (1) A committee known as the Justices of the Peace Appointments Advisory Committee in English and Comité consultatif sur la nomination des juges de paix in French is established. 2006, c. 21, Sched. B, s. 3.

Function
(2) The function of the Advisory Committee is to classify candidates for appointment as justices of the peace and to report on the classifications to the Attorney General. 2006, c. 21, Sched. B, s. 3.

Composition
(3) The Advisory Committee is composed of seven core members as follows:

1. A judge of the Ontario Court of Justice appointed by the Chief Justice of the Ontario Court of Justice.
2. A justice of the peace appointed by the Chief Justice of the Ontario Court of Justice.
3. A justice of the peace appointed by the Chief Justice of the Ontario Court of Justice who is either the Senior Justice of the Peace Responsible for the Ontario Native Justice of the Peace Program or another justice of the peace familiar with aboriginal issues or, when the justice of the peace so appointed is not available to act as a member of the Advisory Committee, another justice of the peace familiar with aboriginal issues who is designated by the Chief Justice of the Ontario Court of Justice.
4. Four persons appointed by the Attorney General. 2006, c. 21, Sched. B, s. 3.

Regional members
(4) In addition to the core members appointed under subsection (3), the Advisory Committee shall include the following regional members in respect of its functions in a particular region:

1. The regional senior judge of the Ontario Court of Justice for the region or another judge of the Ontario Court of Justice from the same region designated by the regional senior judge.
2. The regional senior justice of the peace for the region or, when he or she is not available to act as a member of the Advisory Committee, another justice of the peace from the same region who is designated by the regional senior judge.
3. Not more than five other persons appointed by the Attorney General.
4. A member of the bar in the region appointed by the Attorney General from a list of three names submitted to the Attorney General by the Law Society of Upper Canada. 2006, c. 21, Sched. B, s. 3.

Criteria
(5) In the appointment of members under paragraph 4 of subsection (3) and paragraph 3 of subsection (4), the importance of reflecting, in the composition of the Advisory Committee as a whole, Ontario's linguistic duality and the diversity of its population and ensuring overall gender balance shall be recognized. 2006, c. 21, Sched. B, s. 3.

Term of office
(6) The members appointed under paragraph 4 of subsection (3) and under paragraphs 3 and 4 of subsection (4) hold office for three-year terms and may be reappointed. 2006, c. 21, Sched. B, s. 3.

Staggered terms
(7) Despite subsection (6), the following applies to the first appointments to the Advisory Committee:

1. Two of the members appointed under paragraph 4 of subsection (3) hold office for a two-year term.
2. Two of the regional members for each region appointed under paragraph 3 of subsection (4) hold office for a one-year term. 2006, c. 21, Sched. B, s. 3.

Remuneration
(8) The members appointed under paragraph 4 of subsection (3) and under paragraphs 3 and 4 of subsection (4) are entitled to receive the daily remuneration that is fixed by the Lieutenant Governor in Council. 2006, c. 21, Sched. B, s. 3.

Chair
(9) The Attorney General shall designate one of the core members to chair the Advisory Committee for a term of up to three years. 2006, c. 21, Sched. B, s. 3.

Term of office
(10) The same person may serve as chair for two or more terms. 2006, c. 21, Sched. B, s. 3.

Chair votes
(11) The chair is entitled to vote and may cast a second deciding vote if there is a tie. 2006, c. 21, Sched. B, s. 3.

Manner of operating
(12) The Advisory Committee shall perform its function in the following manner:

1. It shall develop a candidate application form that specifies what supporting material is required, and it shall make the form available to the public.
2. It shall develop the application procedure and the general selection criteria and make information about them available to the public.
3. It shall advertise annually for applications for justice of the peace positions in each region.
4. It shall accept applications for justice of the peace positions on an ongoing basis.
5. It shall review all applications and evaluate them at least once each year or on the request of the Attorney General and may interview any of the candidates.
6. It shall conduct the advertising and review process in accordance with general selection criteria, including the assessment of skills and abilities, community awareness, personal characteristics of candidates and the recognition of the desirability of reflecting the diversity of Ontario's population in appointments of justices of the peace.
7. It shall determine the skills, abilities and personal characteristics that are desired in a justice of the peace and make information about them available to the public.
8. It shall classify candidates as "Not Qualified", "Qualified" or "Highly Qualified" and report the classifications to the Attorney General. 2006, c. 21, Sched. B, s. 3.

Quorum for interview
(13) If the Advisory Committee interviews a candidate, the interview must be conducted by at least four members of the Committee, at least one of whom is a regional member from the region for which an appointment is considered and another of whom is a judge or justice of the peace described in subsection (13.2). 2007, c. 7, Sched. 20, s. 1.

Quorum re classification
(13.1) The quorum for decisions under paragraph 8 of subsection (12) is four members of the Committee, at least one of whom is a regional member from the region for which an appointment is considered and another of whom is a judge or justice of the peace described in subsection (13.2). 2007, c. 7, Sched. 20, s. 1.

Same
(13.2) The judge or justice of the peace referred to in subsections (13) and (13.1) may be either a core member or a regional member from the region for which an appointment is considered. 2007, c. 7, Sched. 20, s. 1.

Vacancies
(14) If a vacancy occurs among the members appointed under paragraph 4 of subsection (3) or under paragraph 3 or 4 of subsection (4), a new member may be appointed under the applicable provision for the remainder of the term. 2006, c. 21, Sched. B, s. 3.

Qualification
(15) A candidate shall not be considered by the Advisory Committee unless he or she has performed paid or volunteer work equivalent to at least 10 years of full-time experience and,

(a) has a university degree;
(b) has a diploma or advanced diploma granted by a college of applied arts and technology or a community college following completion of a program that is the equivalent in class hours of a full-time program of at least four academic semesters;
(c) has a degree from an institution, other than a university, that is authorized to grant the degree,
    (i) under the *Post-secondary Education Choice and Excellence Act, 2000*,
    (ii) under a special Act of the Assembly that establishes or governs the institution, or
    (iii) under legislation of another province or territory of Canada;
(d) has successfully completed a program designated as an equivalency under subsection (16); or
(e) meets the equivalency requirement set out in subsection (17). 2006, c. 21, Sched. B, s. 3.

Equivalency programs
(16) For the purposes of clause (15) (d), the Attorney General may designate programs that involve training in the justice system, including programs designed to enhance diversity in the justice system, as programs that meet the educational equivalency, and shall make the list of programs so designated public. 2006, c. 21, Sched. B, s. 3.

Exceptional qualifications
(17) For the purposes of clause (15) (e), a candidate may be considered to have met the equivalency requirement if he or she clearly demonstrates exceptional qualifications, including life experience, but does not have the educational requirements set out in clauses (15) (a) to (d). 2006, c. 21, Sched. B, s. 3.

Recommendation by Attorney General
(18) The Attorney General shall recommend to the Lieutenant Governor in Council for appointment as a justice of the peace only a candidate whom the Advisory Committee has classified as "Qualified" or "Highly Qualified". 2006, c. 21, Sched. B, s. 3.

Annual report
(19) The Advisory Committee shall submit to the Attorney General an annual report in English and in French of its activities. 2006, c. 21, Sched. B, s. 3.

Tabling
(20) The Attorney General shall submit the annual report to the Lieutenant Governor in Council and shall then table it in the Assembly. 2006, c. 21, Sched. B, s. 3.

Employees
(21) Such employees as are considered necessary for the proper conduct of the affairs of the Advisory Committee may be appointed under Part III of the *Public Service of Ontario Act, 2006*. 2006, c. 35, Sched. C, s. 56 (1).

Meetings
(22) The Advisory Committee may hold its meetings in person or through electronic means, including telephone conferencing and video conferencing. 2006, c. 21, Sched. B, s. 3.

Use of forms, etc.
(23) After the materials referred to in paragraphs 1 and 2 of subsection (12) are made publicly available, candidates submitting applications shall do so using the application form developed by the Advisory Committee and shall follow its procedures. 2006, c. 21, Sched. B, s. 3.

Transitional
(24) Any applications received by the Ministry of the Attorney General before the coming into force of this section for appointment as a justice of the peace shall be provided to the Advisory Committee and the applications may be considered by the Advisory Committee even though they are not in the form required by subsection (23). 2006, c. 21, Sched. B, s. 3.

Same
(25) Applications received by the Advisory Committee before the application form referred to in paragraph 1 of subsection (12) is made publicly available may be considered by the Advisory Committee even though they are not in the form required by subsection (23). 2006, c. 21, Sched. B, s. 3

As of August 2, 2011

Justices of the Peace Appointments Advisory Committee

2.1 (1) A committee known as the Justices of the Peace Appointments Advisory Committee in English and Comité consultatif sur la nomination des juges de paix in French is established. 2006, c. 21, Sched. B, s. 3.

Function
(2) The function of the Advisory Committee is to classify candidates for appointment as justices of the peace and to report on the classifications to the Attorney General. 2006, c. 21, Sched. B, s. 3.

Composition
(3) The Advisory Committee is composed of seven core members as follows:

1. A judge of the Ontario Court of Justice appointed by the Chief Justice of the Ontario Court of Justice.
2. A justice of the peace appointed by the Chief Justice of the Ontario Court of Justice.
3. A justice of the peace appointed by the Chief Justice of the Ontario Court of Justice who is either the Senior Justice of the Peace Responsible for the Ontario Native Justice of the Peace Program or another justice of the peace familiar with aboriginal issues or, when the justice of the peace so appointed is not available to act as a member of the Advisory Committee, another justice of the peace familiar with aboriginal issues who is designated by the Chief Justice of the Ontario Court of Justice.
4. Four persons appointed by the Attorney General. 2006, c. 21, Sched. B, s. 3.

Regional members
(4) In addition to the core members appointed under subsection (3), the Advisory Committee shall include the following regional members in respect of its functions in a particular region:

1. The regional senior judge of the Ontario Court of Justice for the region or another judge of the Ontario Court of Justice from the same region designated by the regional senior judge.
2. The regional senior justice of the peace for the region or, when he or she is not available to act as a member of the Advisory Committee, another justice of the peace from the same region who is designated by the regional senior judge.
3. Not more than five other persons appointed by the Attorney General.
4. A member of the bar in the region appointed by the Attorney General from a list of three names submitted to the Attorney General by the Law Society of Upper Canada. 2006, c. 21, Sched. B, s. 3.

Criteria
(5) In the appointment of members under paragraph 4 of subsection (3) and paragraph 3 of subsection (4), the importance of reflecting, in the composition of the Advisory Committee as a whole, Ontario's linguistic duality and the diversity of its population and ensuring overall gender balance shall be recognized. 2006, c. 21, Sched. B, s. 3.

Term of office
(6) The members appointed under paragraph 4 of subsection (3) and under paragraphs 3 and 4 of subsection (4) hold office for three-year terms and may be reappointed. 2006, c. 21, Sched. B, s. 3.

Staggered terms
(7) Despite subsection (6), the following applies to the first appointments to the Advisory Committee:

1. Two of the members appointed under paragraph 4 of subsection (3) hold office for a two-year term.
2. Two of the regional members for each region appointed under paragraph 3 of subsection (4) hold office for a one-year term. 2006, c. 21, Sched. B, s. 3.

Remuneration
(8) The members appointed under paragraph 4 of subsection (3) and under paragraphs 3 and 4 of subsection (4) are entitled to receive the daily remuneration that is fixed by the Lieutenant Governor in Council. 2006, c. 21, Sched. B, s. 3.

Chair
(9) The Attorney General shall designate one of the core members to chair the Advisory Committee for a term of up to three years. 2006, c. 21, Sched. B, s. 3.

Term of office
(10) The same person may serve as chair for two or more terms. 2006, c. 21, Sched. B, s. 3.

Chair votes
(11) The chair is entitled to vote and may cast a second deciding vote if there is a tie. 2006, c. 21, Sched. B, s. 3.

Manner of operating
(12) The Advisory Committee shall perform its function in the following manner:

1. It shall develop a candidate application form that specifies what supporting material is required, and it shall make the form available to the public.
2. It shall develop the application procedure and the general selection criteria and make information about them available to the public.
3. On the request of the Attorney General, it shall advertise for applications for vacant justice of the peace positions.
4. It shall review and evaluate all applications received in response to an advertisement and may interview any of the candidates.
5. Repealed: 2011, c. 1, Sched. 1, s. 4 (1).
6. It shall conduct the advertising and review process in accordance with general selection criteria, including the assessment of skills and abilities, community awareness, personal characteristics of candidates and the recognition of the desirability of reflecting the diversity of Ontario's population in appointments of justices of the peace.
7. It shall determine the skills, abilities and personal characteristics that are desired in a justice of the peace and make information about them available to the public.
8. It shall classify candidates as "Not Qualified", "Qualified" or "Highly Qualified" and report the classifications to the Attorney General. 2006, c. 21, Sched. B, s. 3.

Transition
(12.1) In reviewing and evaluating applications for an advertised vacancy, the Advisory Committee shall also consider every application for justice of the peace positions received by the Committee before the day on which subsection 4(2) of Schedule 1 to the *Good Government Act, 2011* comes into force that meets the requirements of the vacancy, if the candidate has not yet been classified and the application has not been withdrawn. 2011, c. 1, Sched. 1, s. 4 (2).

Quorum for interview
(13) If the Advisory Committee interviews a candidate, the interview must be conducted by at least four members of the Committee, at least one of whom is a regional member from the region for which an appointment is considered and another of whom is a judge or justice of the peace described in subsection (13.2). 2007, c. 7, Sched. 20, s. 1.

Quorum re classification
(13.1) The quorum for decisions under paragraph 8 of subsection (12) is four members of the Committee, at least one of whom is a regional member from the region for which an appointment is considered and another of whom is a judge or justice of the peace described in subsection (13.2). 2007, c. 7, Sched. 20, s. 1.

Same
(13.2) The judge or justice of the peace referred to in subsections (13) and (13.1) may be either a core member or a regional member from the region for which an appointment is considered. 2007, c. 7, Sched. 20, s. 1.

Vacancies
(14) If a vacancy occurs among the members appointed under paragraph 4 of subsection (3) or under paragraph 3 or 4 of subsection (4), a new member may be appointed under the applicable provision for the remainder of the term. 2006, c. 21, Sched. B, s. 3.

Qualification
(15) A candidate shall not be considered by the Advisory Committee unless he or she has performed paid or volunteer work equivalent to at least 10 years of full-time experience and,

(a) has a university degree;
(b) has a diploma or advanced diploma granted by a college of applied arts and technology or a community college following completion of a program that is the equivalent in class hours of a full-time program of at least four academic semesters;
(c) has a degree from an institution, other than a university, that is authorized to grant the degree,
    (i) under the *Post-secondary Education Choice and Excellence Act, 2000*,
    (ii) under a special Act of the Assembly that establishes or governs the institution, or
    (iii) under legislation of another province or territory of Canada;
(d) has successfully completed a program designated as an equivalency under subsection (16); or
(e) meets the equivalency requirement set out in subsection (17). 2006, c. 21, Sched. B, s. 3.

Equivalency programs
(16) For the purposes of clause (15) (d), the Attorney General may designate programs that involve training in the justice system, including programs designed to enhance diversity in the justice system, as programs that meet the educational equivalency, and shall make the list of programs so designated public. 2006, c. 21, Sched. B, s. 3.

Exceptional qualifications
(17) For the purposes of clause (15) (e), a candidate may be considered to have met the equivalency requirement if he or she clearly demonstrates exceptional qualifications, including life experience, but does not have the educational requirements set out in clauses (15) (a) to (d). 2006, c. 21, Sched. B, s. 3.

Recommendation by Attorney General
(18) The Attorney General shall recommend to the Lieutenant Governor in Council for appointment as a justice of the peace only a candidate whom the Advisory Committee has classified as "Qualified" or "Highly Qualified". 2006, c. 21, Sched. B, s. 3.

Annual report
(19) The Advisory Committee shall submit to the Attorney General an annual report in English and in French of its activities. 2006, c. 21, Sched. B, s. 3.

Tabling
(20) The Attorney General shall submit the annual report to the Lieutenant Governor in Council and shall then table it in the Assembly. 2006, c. 21, Sched. B, s. 3.

Employees
(21) Such employees as are considered necessary for the proper conduct of the affairs of the Advisory Committee may be appointed under Part III of the *Public Service of Ontario Act, 2006*. 2006, c. 35, Sched. C, s. 56 (1).

Meetings
(22) The Advisory Committee may hold its meetings in person or through electronic means, including telephone conferencing and video conferencing. 2006, c. 21, Sched. B, s. 3.

Use of forms, etc.
(23) After the materials referred to in paragraphs 1 and 2 of subsection (12) are made publicly available, candidates submitting applications shall do so using the application form developed by the Advisory Committee and shall follow its procedures. 2006, c. 21, Sched. B, s. 3.

(24), (25) Repealed: 2011, c. 1, Sched. 1, s. 4 (3).

Appendix B
Justices of the Peace Appointments Advisory Committee
MEMBERS

Core Committee

Seth Rudin, Chair

Seth Rudin, of Toronto, is Vice President of PatientOrderSets.com, a leading provider of evidence-based order set content and technology to healthcare organizations across Canada. He has worked extensively in healthcare, technology and government, building profitable businesses and providing industry leaders with guidance and assistance in achieving their objectives. Mr. Rudin was appointed as the Temporary Chair of the Justices of the Peace Appointments Advisory Committee in 2009, assuming the role of Chair in 2010. He is a board member of the Patients' Association of Canada and is involved in a variety of other charitable and non-profit organizations.

Vandana Brown

Vandana Brown, of Toronto, is a Senior Executive Manager for Yvelo Mailing Services Inc., a print, publishing and data management firm in Toronto. Prior to this, she was a Manager of Development and Systems for CH Canada. Ms. Brown has extensive experience working with various professional associations, community and non-government organizations and charities such as MissionFest Toronto, World Vision International, North York General Hospital, and has been fundraising for various organizations and especially for developmentally disabled individuals. She holds a Bachelor of Business Management from Ryerson University.

Joanna Carroll

Joanna Carroll, of Toronto, is a lawyer. Her practice is focused on advising employers in the health care and not for profit sector. She is an active member of the Ontario and Canadian Bar Associations and has organized and lectured at several continuing legal education programs for the association.

The Honourable Regional Senior Justice Kathryn Hawke

Justice Kathryn Hawke received her Law Degree in 1981 from Queen's University and was called to the Bar in 1983. She was in private practice until 1985, when she became an Assistant Crown Attorney in Toronto Region. In 1995, she was appointed as a judge of the Ontario Court of Justice in Brampton. Justice Hawke has been a presenter/lecturer in areas of evidence and advocacy for a variety of organizations including The Law Society of Upper Canada, Legal Aid Ontario, and The Advocates' Society.

Justice Hawke has been active in judicial management since 2004, when she became Local Administrative Justice in Brampton. She was appointed Regional Senior Justice of the Central West Region, Ontario Court of Justice, effective August 31, 2007. She is a member of the Chief Justices Executive Committee, and Chair of the Central West Local Administrative Justices Committee.

His Worship Richard Le Sarge, Senior Justice of the Peace / Administrator, Native Justice of the Peace Program

His Worship Richard Le Sarge was appointed to the Ontario Court of Justice in September 1994 as a full-time presiding trial native justice of the peace. He served as Education and Training Officer where one of his duties was organizing and overseeing swearing-in ceremonies for newly-appointed native justices of the peace. He is the Administrator of the Ontario Native Justice of the Peace Program. His Worship is a former member of Aboriginal Justice Projects Committee, Ministry of the Attorney General (1993 to 1994).

His Worship Le Sarge has consulted on and helped develop programs for alternative justice initiatives in Attawapiskat First Nation (stand-alone court with elders' panel), Savant Lake (Saugeen First Nation), Whitefish Bay First Nation (demonstrating native alternative justice models), and Garden River First Nation. He has also presented workshops on alternative and native justice initiatives for the Native Canadian Centre, Obonsawin-Irwin Consulting Inc., Society of Professionals in Dispute Resolution, Northern Justice Society (Sitka, Alaska and Kenora, Ontario), "Achieving Justice: Today and Tomorrow" (Whitehorse, Yukon), and "Natives and Justice" (Edmonton, Alberta).

Her Worship Diane M. McAleer, Regional Senior Justice of the Peace

Her Worship Diane McAleer was appointed to the Ontario Court of Justice as a justice of the peace on June 1, 1990. In December 2005, she was appointed the Local Administrative Justice of the Peace for Metro West. She was then appointed the Regional Senior Justice of the Peace for the Toronto Region in February 2007. Her Worship was appointed to the Ontario Court of Justice Design Standards Committee by the Chief Justice in May 2007 and the Justice on Target Ontario Court of Justice Consultation Committee in October 2008. Prior to her appointment to the Bench, she was a Provincial Prosecutor from 1982 to 1988 and the Senior Provincial Prosecutor for the Toronto Region from 1988 to 1990.

Her Worship is a member of several committees for the Associate Chief Justice and Coordinator of Justices of the Peace flowing from her membership in the Justice of the Peace Executive Committee. She is also a faculty member of the Canadian Judicial Institute with recent participation in a panel addressing the *Youth Criminal Justice Act*. She holds a Master of Arts in Judicial Administration from Brock University and a Bachelor of Arts in Political Science and Public Administration from the University of Toronto.

Kulvinder Jit Waraich

Kulvinder Jit Waraich, of Niagara Falls, has most recently worked as a financial representative with Primerica Financial Services. She previously worked as a teacher and an entrepreneur in the tourism industry for 32 years. Over the years, Ms. Waraich has been involved with many community organizations. She has fundraised for the Daily Bread Food Bank, has volunteered for the Niagara Heart and Stroke Foundation, and has been a volunteer counsellor for the Niagara Sexual Assault Centre. Ms. Waraich has also served as a member of the Niagara Red Cross Society's Board of Directors, the Niagara Sexual Assault Centre's Board of Directors and the Niagara Region Interfaith Group. She currently volunteers with the Niagara Multicultural Centre assisting new immigrants and is a member of the Niagara Landlord's Association. Ms. Waraich holds a Masters degree in English literature from Punjab University. She is fluent in Punjabi, Hindi and Urdu.

Central East Regional Committee

Janet Gillespie

Janet Gillespie, of Unionville, is a lawyer practising in the areas of Health Law, Family Law and Wills and Estates. She sits as a Deputy Judge of the Superior Court of Justice (Small Claims Court). Ms. Gillespie serves as the Treasurer of the Parent Council at Buttonville Public School, is married, and has two children.

Gary Gladstone, Central East Regional Lead

Gary Gladstone, B. Math, CFRE (Certified Fund Raising Executive), of Thornhill, is the principal of Gladstone Consulting. He has been helping charities and non-profits raise funds and profile for over 20 years, including Markhaven Home for Seniors, Federation Chinese Canadians in Markham and Zareinu Educational Centre. Prior to consulting, he was Director of Development with Regesh Family and Child Services, Business Manager and Director of Development with Shmuel Zahavy Cheder Chabad and Director of Development with B'nai B'rith Youth Organization, Lake Ontario Region.

Mr. Gladstone is the chair of the York Simcoe Grant Review Team of the Ontario Trillium Foundation. He served as Vice-Chair of Charities First Ontario from 1995 to 2002, and he is a member of the Association of Fund Raising Professionals. In 1994, Mr. Gladstone was the recipient of the Gold Key Award, B'nai B'rith Youth International's highest award for volunteer service.

James Grady

James Grady, of Pickering, is a financial consultant. Mr. Grady is a former manager of a housing co-operative and former Vice-President of Finance with T.R.S. Food Service Limited. He is a former President of the Pickering Lions Club and holds a Bachelor of Science degree from Trent University.

Her Worship Linda Kay, Regional Senior Justice of the Peace

Her Worship Linda Kay became a member of the Justices of the Peace Appointments Advisory Committee in October 2011. Her Worship Kay was appointed as a justice of the peace in September 1986 and presided in Durham Region. She was then appointed as a Local Administrative Justice of the Peace in June 2005 for Simcoe/Muskoka Region. In October 2011, she was appointed as Regional Senior Justice of the Peace for Central East Region. Her Worship is married and lives in Barrie, Ontario.

Adrian Merchant Macdonald

Adrian Macdonald serves as Co-Chair of the Advisory Board of the Trudeau Centre for Peace and Conflict Study, the Munk School, University of Toronto; Member of the Board, Shakespeare Globe Canada; and as Ambassador for Women's College Hospital. She served as a Ministerial Assistant, Ottawa, was a partner in AMC Consultants, Winnipeg, and an associate of Media Profile Inc., Toronto. Mrs. Macdonald is married, has seven children, four stepchildren and fifteen grandchildren.

The Honourable Regional Senior Justice Gregory Regis

Justice Gregory Regis is a graduate of Osgoode Hall Law School and was called to the Bar in 1985. His career as a lawyer included a period in private practice, four years as the Executive Director of the Jane Finch Community Legal Services, and eight years as an Assistant Crown Attorney. He was appointed to the Ontario Court of Justice in January 1999. He served as the

Local Administrative Judge (LAJ) in Durham Region from 2004 to 2007. In September 2007, he was appointed Regional Senior Justice of the Central East Region. Justice Regis has a long history of community involvement. A former chair of CARIBANA, he has also served on the boards of several community organizations.

Ritu Singarayer

Ritu Singarayer, of Whitby, has over eleven years of experience in community development and social services. She is a Community Support Program/Project Home Supervisor with Community Living York South. She has been a part of many agencies and committees across York Region and the GTA responding to various needs of the community. Mrs. Singarayer holds an Honours Bachelor of Science degree, with a double major in Psychology and Sociology, from the University of Toronto. The languages she speaks include Hindi, Punjabi, Urdu and Spanish.

His Worship Jack Wiley, Regional Senior Justice of the Peace

His Worship Jack Wiley was a member of the Justices of the Peace Appointments Advisory Committee until October 2011. His Worship Wiley was appointed to the Ontario Court of Justice in January 1999 as a full-time presiding judicial officer. Prior to his appointment, he taught at O'Neill Collegiate in Oshawa from 1963-1997. He served as Head of the History Department for 18 years (1979-1997). Justice of the Peace Wiley was also a member of Oshawa City Council, an elected position he held for 25 years (1972-1997). In 2002, he was appointed as the Local Administrative Justice of the Peace in Oshawa, a position he held until 2007. In March 2007, Justice of the Peace Wiley was appointed to the position of Acting Regional Senior Justice of the Peace for Central East Region, and was appointed Regional Senior Justice of the Peace for Central East Region in October 2008.

Central West Regional Committee

Theodore Michael Charuk

Ted Charuk, of Hamilton, is a lawyer practicing in the areas of family law and wills and estates. He has a law degree from Queen's University and Master of Laws from Osgoode Hall Law School. Mr. Charuk is an adjudicator for the Consent and Capacity Board - Ministry of Health; a roster arbitrator for Tarion Warranty Corporation; a past member of the Accountability and Transparency Subcommittee for the City of Hamilton; and has been on committees with various professional associations and as a board member for charitable and professional organizations.

His Worship John Creelman, Regional Senior Justice of the Peace

His Worship John Creelman was appointed a justice of the peace on March 31, 2003 and named Regional Senior Justice of the Peace for Central West Region on January 29, 2009. Prior to his appointment, he served almost 12 years as a municipal councillor, deputy reeve, mayor and two-term county warden in the Town of Mono, Dufferin County. His Worship has owned and operated a variety of small businesses as well as having careers in research and writing.

The Honourable Regional Senior Justice Kathryn Hawke

Please refer to the bio for The Honourable Regional Senior Justice Kathryn Hawke in the Core Committee section on page 21.

Harish Chand Jain

Dr. Harish Jain, of Hamilton, is Professor Emeritus at McMaster University. From 1970 to 2002, he was a Professor of Human Resources and Labour Relations. He taught courses on diversity, employment equity and human rights, human resources recruitment and selection, and human resources and industrial relations at doctoral, masters and undergraduate levels. He has been a Commissioner of the Canadian Human Rights Commission and a former member of the Canadian Human Rights Tribunal. Dr. Jain was named to the Order of Canada in 2005.

Michael Kirkopoulos

Michael Kirkopoulos, of Binbrook, is currently employed as the Manager of Business and Support Services at the City of Hamilton. He has spent the last 10 years working in public service and public affairs in a variety of roles, including Director of Communications with the Office of the Mayor and City Manager. Mr. Kirkopoulos has a keen interest in alternative dispute resolution, holds certificates in Media Relations, Communications and a Bachelor of Science Degree in Biology and Economics. He also has his CMP (Canadian Management Professional) designation and is finishing his Master's Degree in Management and Leadership. He is a member of the Canadian Public Relations Society, the Association for Conflict Resolution and the International Association of Business Communicators. Over the years, he has served his community on several volunteer boards and committed his time to various causes including the Henderson General Hospital and various inner-city school literacy programs. Mr. Kirkopoulos currently sits on the board of St. Joseph's Villa Foundation and Wesley Urban Ministries.

Myra Leffler, Central West Regional Lead

Myra Leffler, of Grimsby, has served over 20 years in the development field for various NGOs and not for profit agencies. She has most recently retired from McMaster University in Hamilton after having served 10 years as a Senior Development Officer. She is currently running her own fundraising consulting business. Ms. Leffler had previously served her community of Niagara Falls as a member of the Board of the Social Planning Council and St. Paul High School as well as her community of Hamilton as a Board member of a local Arts Centre. Currently Ms. Leffler is volunteering with "West Niagara Second Stage Housing and Counselling Centre" in Grimsby, Ontario.

Sandra Wilson

Sandra Wilson, of Hamilton, is the Community Relations Coordinator with the Hamilton Police Service. Ms. Wilson is a former member of the Hamilton Community Foundation, "Tackling Poverty Together" Subcommittee; a current member of the Province of Ontario Medal for Firefighters Bravery Advisory Council; and a former civilian member of the Hamilton Police Service Community Advisory Committee. She is also a former Vice-Chair of the Mayor's Race Relations Committee, City of Hamilton.

East Regional Committee

The Honourable Regional Senior Justice Judith C. Beaman

Justice Judith Beaman was a member of the Justices of the Peace Appointments Advisory Committee until August 2011. Justice Beaman was called to the Bar in 1977. In January 1998, she was appointed to the Ontario Court of Justice and assigned to preside in Toronto. She was transferred to Ottawa in 2000, and appointed as Regional Senior Justice, East Region in August 2007.

Prior to her appointment to the Bench, Justice Beaman specialized in family and child protection law for the major part of her legal career. In 1979, she worked for the Office of the Official Guardian, training lawyers who applied to be placed on the Child Representation Panel. From 1980 to 1982, she ran her own practice as a sole practitioner. Following this, from 1983 to 1996, she became a partner in the law firm of Dickson, Sachs, Appel & Beaman, a mid-sized law firm in Toronto. Between 1995 to 1997, she assumed the position of Senior Legal Policy Analyst with the Status of Women Canada Directorate in Ottawa, where her work focused upon criminal, correctional and human rights reform.

Corianne Bell, East Regional Lead

Corianne Bell, of Ottawa, has extensive experience working with government, non-government and education organizations. A Senior Policy Analyst in the Office of Literacy and Essential Skills, Human Resources and Skills Development Canada, she also directs a preschool and early years choral program for 30-month to five year-olds. Ms. Bell has worked for the Canadian National Institute for the Blind implementing the Youth International Internship Program, has volunteered for and been employed by local Ottawa theatre and music groups, and has sung and taught professionally as a mezzo-soprano.

Edward Belyea

Edward Belyea, of Belleville, is a former Professor of Civil Engineering at Loyalist College. He is a member of the Deseronto Arts and Culture Board and a former Chair of the Board of the Hastings Children's Aid Society. Mr. Belyea holds a Master of Science in Engineering from Queen's University.

Kathleen Greenaway

Dr. Kathleen Greenaway, of Lyndhurst, is an Assistant Professor at the Ted Rogers School of Management, Ryerson University, where she is a researcher with the Privacy and Cybercrime Institute and a faculty member in the School of Information Technology Management. She is a member of the Association for Information Systems, the Academy of Management, the Administrative Sciences Association of Canada, and the International Association of Privacy Professionals. Dr. Greenaway holds a Ph.D in Management from Queen's University.

Lyn Harrington

Lyn Harrington, of Stirling, was a member of the Justices of the Peace Appointments Advisory Committee until his resignation on June 6, 2011. Mr. Harrington retired from the field of education in 2002. His career in education included secondary school teacher, curriculum coordinator, vice-principal and principal with the Hastings and Prince Edward District School Board. He is a member and past president of the Quinte Sunrise Rotary Club and member and past chair of Youth Habilitation.

Her Worship Claudette Holmes, Regional Senior Justice of the Peace

Her Worship Claudette Holmes was a member of the Justices of the Peace Appointments Advisory Committee until October 2010. Her Worship Holmes was appointed to the Ontario Court of Justice in 1993. Her Worship served for 10 years at the Newmarket Courthouse before transferring to the East Region, where she was assigned to L'Original courthouse and presided mostly in French. In June 2006, she was appointed Regional Senior Justice of the Peace for the East Region with a regional office in Ottawa.

Prior to being appointed, Her Worship was a Partner and Administrative Director for a chemical company manufacturing specialty chemicals for the Canadian Textile Industry. She assisted with the development of a computer program aimed at the chemical industry. This program was to be used to produce a Material Safety Data Sheet 'M.S.D.S.' in compliance with the Dangerous Goods Transportation Act and is now used in many countries as it was later translated into more than 15 languages. Prior to this, she worked as an electronic technician designing printed circuit layout 'mother boards'.

The Honourable Regional Senior Justice Lise Maisonneuve

Justice Lise Maisonneuve became a member of the Justices of the Peace Appointments Advisory Committee in August 2011. Justice Maisonneuve was appointed to the Ontario Court of Justice in 2003 following her legal career as a partner in an Ottawa criminal law firm. Her work as a lawyer not only encompassed traditional defence work but also included administrative tribunal work. Between January 1997 and December 1998 she was special legal advisor to the late Chief Justice Brian Dickson in the review of the Military Justice system. Since being appointed to the Ontario Court of Justice, Justice Maisonneuve has been active in the development of the Mental Health Court in Ottawa and is involved in judicial legal education. In 2008, she was appointed the Local Administrative Judge for Ottawa. In August 2011, she was appointed the Regional Senior Justice for the East Region of the Ontario Court of Justice.

Ashraf Sial

Ashraf Sial, of Ottawa, worked with the Ministry of the Solicitor General and Correctional Services from 1970 to 1998. He was an area manager supervising probation and parole officers and worked in management at a Correctional Centre and a Detention Centre. Mr. Sial is Regional Amir, Eastern Canada with Ahmadiyya Muslim Jamaat. He served on numerous advisory committees in the community, including two community colleges and two universities.

His Worship Bernard Swords, Regional Senior Justice of the Peace

His Worship Bernard Swords became a member of the Justices of the Peace Appointments Advisory Committee in November 2010. His Worship Swords was appointed to the Bench in 2005 and joined the East Region of Ontario with his home court being Ottawa. Since his appointment, he has served as the Local Administrative Justice of the Peace and was appointed the Regional Senior Justice of the Peace in 2010. His Worship has been a member of numerous committees since being appointed and has assisted The National Judicial Institute with bail practice training for justices of the peace. Prior to being appointed, His Worship was a teacher and administrator for 30 years.

Northeast Regional Committee

Her Worship Kathleen Bryant, Regional Senior Justice of the Peace

Her Worship Kathleen Bryant was appointed to the justice of the peace bench in 1994 and presided in northwestern Ontario until 1999. In July 1999, she relocated to Sault Ste. Marie. Her Worship was appointed as the Regional Senior Justice of the Peace for Northeast Region in June 2008. She has recently moved into her second term.

Since her appointment to the bench, Her Worship has been a director with the Association of Justices of the Peace of Ontario, a member of the Justice of the Peace Consultation/Review Committee, Local Administrative Justice of the Peace for the Algoma District, and a member of the Algoma Human Services and Justice Coordinating Committee, and the Northeast Regional Human Services and Justice Coordinating Committee. She has been a member of the Justices of the Peace Review Council since 2005.

Prior to her appointment as a justice of the peace, Her Worship worked as a Social Services Administrator. She was a member of the East Kenora District Housing Authority, as well as a foster mother and community volunteer. She is married and has three grown children.

The Honourable Regional Senior Justice Richard Humphrey

Justice Richard Humphrey was a member of the Justices of the Peace Appointments Advisory Committee until July 2011. Justice Humphrey, called to the Bar in 1974, has extensive experience in criminal and family law. In addition to private practice, he served from 1980 to 1990 as a part-time Assistant Crown Attorney, prosecuting individuals under the Provincial Offences Act and Criminal Code, and as a Deputy Judge in the Small Claims Court of the Superior Court of Justice.

Throughout the years, Justice Humphrey was an active member of the Sudbury & District Law Association, acting as its president from 1987 to 1988. He was a member of the Law Society of Upper Canada, the Advocates Society and the Criminal Lawyers Association throughout his career. Justice Humphrey served on the executive of the Sudbury Public Library Board and was on the board of directors of the Canadian Automobile Association (CAA) at the local and national levels.

Justice Humphrey was appointed to the Ontario Court of Justice in Sudbury in July 1999. He was a member at large (family) of the Ontario Judges Association as well as a member of the Assessment Working Group created by the Family Courts Steering Committee. In July 2005, he was appointed Regional Senior Justice of the Northeast Region.

Peter M. MacLean, Northeast Regional Lead

Peter MacLean, of Timmins, is Vice President of Northern College of Applied Arts and Technology. He has served as a member of the Far North East Training Board and the Kirkland Lake Arts Council. Mr. MacLean has also served as a board member on the Kirkland and District Hospital Board, and as a member of the editorial board of Human Resources magazine.

Victor M. Power

Victor Power, of Timmins, was elected the sixteenth Mayor of Timmins in November 1980 after having served 12 years as an alderman. He became the longest-serving mayor in the history of the City of Timmins. He served 20 years as mayor of what is, at 1224 square miles, Ontario's second-largest municipality.

Highlights of Mr. Power's career as mayor included the downtown revitalization program, the expansion of infrastructure throughout the city, the founding of the Timmins Economic Development Corporation, the planning for the TeleTech Call Centre project and the Shania Twain Centre, as well as the successful completion of the "DEBT FREE" Program. In 2007, the City of Timmins renamed the Timmins airport to the Timmins Victor M. Power airport. Mr. Power was named to the Order of Canada in December 2008.

Nestor Prisco

Nestor Prisco, of North Bay, was appointed Sheriff in 1974. For 31 years, he managed court operations in Nipissing and Parry Sound Judicial Districts. His community involvement has included serving on North Bay City Council, 42 years with the Rotary Club of North Bay, President with the Bliss-Gillmor Non-Profit Housing Complex Inc., Huron University College Board and the Nipissing Parry Sound District Housing Authority. Mr. Prisco holds a Master of Public Administration from Queen's University.

Michael Shain

Michael Shain is the Executive Director of the Manitoulin Legal Clinic and has held this position since 1990. He was called to the Bar in 1985 and practiced criminal and family law before assuming his position with the Clinic. Mr. Shain practices clinic and poverty law and was certified by the Law Society in 2007 as a Specialist in Workplace Safety and Insurance law.

Mr. Shain is very involved in community affairs and is currently a member of the Board of the Manitoulin Health Centre. He is a past member of the Community Development Corporation for the Town of Northeastern Manitoulin and past fundraising Chair for the Manitoulin Sea Cadet Corps.

Kathleen Taylor

Kathleen Taylor, of Timmins, studied ethics and the law and philosophy at the University of Toronto and graduated in 1994 with a Bachelor of Arts. She then went on to study at Centennial College and obtained her Legal Assistant Diploma with Honours. Ms. Taylor has been working as an accident benefit law clerk at the personal injury firm Wallbridge, Wallbridge. She is involved in a number of community services and events.

Northwest Regional Committee

The Honourable Regional Senior Justice Marc L. Bode

Justice Marc Bode was called to the Bar in 1980. He practiced law in Thunder Bay until his appointment to the bench in January 2008. He was appointed Regional Senior Justice for the Northwest Region in August of 2009.

Clint Calder

Clint Calder is an Aboriginal lawyer practicing in Fort Frances. He received a Social Work Diploma from Sheridan College in Oakville, Ontario in 1984 and graduated from Osgoode Hall Law School in 1988. Mr. Calder practiced corporate/commercial law with Stikeman Elliott LLP in Toronto after his call to the bar in 1990 and also did a stint at Stikeman's Vancouver office from 1993 until 1995. In 1995, he returned to Toronto to join the legal department of CIBC, where he later became Assistant General Counsel. In 2006, he left CIBC to return to his hometown of Fort Frances, where he opened his own law practice. Mr. Calder's current practice focuses on Aboriginal law, with an emphasis on Aboriginal rights, Aboriginal business ventures, First Nations land claims and general business law with area First Nations and Tribal Agencies, as well as child welfare law, employment law, real estate, estates and corporate, commercial matters. He is also a proud member of his local Métis community and currently sits as President of the Sunset Country Métis Council. Mr. Calder is an active volunteer and sits on the board of numerous local Aboriginal social agencies, as well as a number of charitable foundations.

Deborah deBakker

Deborah deBakker, of Thunder Bay, received a B.A. at Queen's University and an LL.B. at Osgoode Hall Law School. She was called to the Ontario bar in 1979. She practiced with Weiler, Maloney, Nelson in Thunder Bay and is now retired from the practice of law. Ms. deBakker is President of the Northwestern Ontario Writers Workshop, a group of 100 writers, and an active member of the Thunder Bay Writers Guild. Her writing has appeared in the journal Room and in the Globe and Mail. Ms. deBakker is Vice-President of the Thunder Bay Community Foundation,

which holds $5 million in trust and distributes grants and scholarships to worthy causes and individuals in the District of Thunder Bay. She previously served as a member of the federal Judicial Appointments Committee (Ontario North and East). She is married with four children and two grandchildren.

His Worship Bruce Leaman, Regional Senior Justice of the Peace

His Worship Bruce Leaman was born in Kingston and raised in Thunder Bay, Ontario. He attended Lakehead University (1980-83), earning a B.A. in History and Political Studies. From 1983-86, he attended the University of Ottawa's Faculty of Common Law, graduating with his LL.B. His Worship was called to the Bar of Ontario in 1988, and practised family, criminal and general litigation law at two firms in Thunder Bay, including performing some federal and provincial prosecutions, between 1988-1994. He was appointed as a justice of the peace in 1994 and has served as Regional Senior Justice of the Peace for the Northwest Region from 2000-06 and from 2008-present.

Rob Moorley

Rob Moorley has been a resident of Kenora for 30 years. Previous to this, he lived in Pickle Lake, Sioux Narrows, and Red Lake. After 32 years of being employed by the Ministry of Natural Resources, Mr. Moorley retired from his position as a Senior Lands and Water Specialist. He has a wife of 30 years and a daughter and son. During his spare time, he enjoys the outdoors: hunting, ice-fishing, snow-machining, and riding his quad.

James Clifford Retson

James Retson, of Kenora, is Executive Director of the Kenora Association for Community Living. He received his Bachelor of Arts in Psychology at the University of British Columbia, LL.B. at the University of Toronto and Masters of Business Administration at Dalhousie University. He is a member of the Nova Scotia Bar. He practiced law in Truro, Nova Scotia between 1974 and 1982 before moving to Kenora, Ontario. Mr. Retson is a former Town Councilor for the Town of Truro, Nova Scotia; member of the Colchester and Nova Scotia Multicultural Association; former member of the Truro and District Human Rights Affirmative Action Committee; and former member of the Kenora Police Human Rights Committee. He has served on numerous other commissions, boards and committees in Truro, Nova Scotia and Kenora, Ontario. He is active in the Model United Nations Assembly held in Winnipeg, Manitoba and past president of the Kenora Rotary Club. He has been an active supporter of the disability community for over 30 years.

Gord Sweeney

Gord Sweeney, of Keewatin, retired in 2006 after teaching biology and general science for 32 years. He acted as Science Department Head for 20 years and volunteered for many organizations including the Canadian Ski Patrol, the Red Cross, the Canadian Cancer Society, and Bird Studies Canada. Other volunteer work included coaching volleyball and soccer, supervising outdoor education wilderness experiences and acting as chairperson for local and regional science fairs in Northwestern Ontario for 19 years. In retirement, Mr. Sweeney continues to enjoy substitute teaching, canoeing, backpacking and travelling with his wife Kim.

Laurence Tulloch, Northwest Regional Lead

Laurence Tulloch, of Thunder Bay, is a retired educator, having served as teacher, principal and supervisory officer. An active member of his community, Mr. Tulloch is Vice-Chair of the Thunder Bay Chapter of the MS Society of Canada. He is a Past-President of the Rotary Club of Thunder Bay (Port Arthur). As a result of his continuing efforts on behalf of the club and the community, he was named Rotarian of the Year in 2007. Mr. Tulloch has served as President of the Science Teachers' Association of Ontario. For his work in the professional development of educators, the Ontario Secondary School Teachers' Federation presented him with their provincial award.

Toronto Regional Committee

Ana Bailão

Ana Bailão, of Toronto, was a member of the Justices of the Peace Appointments Advisory Committee until respectfully requesting her resignation on November 22, 2010 upon her successful election to Toronto City Council on October 25, 2010. Prior to being elected a City Councillor, Ms. Bailão was Director of Strategic Business Development & Marketing at GlobeStar Systems, a world-class integrated wireless solutions provider that improves workplace mobility and increases productivity for business environments. She has also worked in the private sector and government, having extensive expertise in government relations, business development and communications.

Ms. Bailão's community involvement and leadership in several organizations such as the Federation of Portuguese Business and Professionals, Working Women Community Centre, the European Union Chamber of Commerce of Toronto, and the Portuguese Disabled Persons Building Fund, to name a few, has been recognized by the President of Portugal when, in 2006, she was awarded the National Order of Portugal (Ordem do Infante D. Henrique).

The Honourable Regional Senior Justice Robert G. Bigelow

Justice Robert Bigelow was a member of the Justices of the Peace Appointments Advisory Committee until September 2011. Justice Bigelow received a Bachelor of Arts Degree from the University of Toronto in 1973 and a Bachelor of Laws from Queens University in 1980. From 1982 to 1993, he was a sole practitioner who specialized in criminal and correctional law involving appearances before administrative tribunals such as the Ontario Board of Parole and the National Parole Board, criminal trials and appeals, prerogative writs before the Provincial Superior Court and applications in the Federal Court. In 1993, he was appointed as a Provincial Court Judge with the Ontario Court of Justice.

From 2001 to 2006, Justice Bigelow served as the Administrative Judge for Old City Hall, the largest and busiest criminal trial court in Canada, where he coordinated the assignment of judges, coordinated trial and bail courts, represented the judicial interests with courts management, and case management of lengthy cases. In September 2006, he was appointed as the Regional Senior Judge for the Office of the Regional Senior Justice - Toronto Region, Ontario Court of Justice.

Paul Brookes

Paul Brookes, of Toronto, is President and Founder of Metropolis Media, an interactive marketing agency based in Toronto, providing corporate communications and new media development services to advertising agencies, government bureaus and Fortune 500 corporations located in North America and the UK. Mr. Brookes is also the Director of CDAM Global Opportunities Fund, a mutual fund managed by Chamberlain Davies Asset Management, of London, UK. He is involved with a number of community groups, including the Northlea Home and School Association. He is a graduate of Ryerson University's Business Management program (BBA-Honours, Economics and Marketing).

Halla Elias

Halla Elias, of Toronto, is the Director of Professional Recruitment at the Toronto office of Borden Ladner Gervais. Her main responsibilities are summer and articling student recruitment and programs and the recruitment of lawyers. Prior to this position, she was a lawyer with the Corporate Commercial Group. Ms. Elias attended law school at Queen's University and completed an Honours Bachelor of Arts degree at the University of Windsor. She was called to the Bar in 2002, and has been at Borden Ladner Gervais since 2000. She spent three years as a volunteer with the Girl Guides of Canada.

The Honourable Regional Senior Justice Faith Finnestad

Justice Faith Finnestad became a member of the Justices of the Peace Appointments Advisory Committee in September 2011. Justice Finnestad attended Osgoode Hall Law School and was called to the bar in 1983. She practised as criminal defence counsel in Toronto until her appointment to the Ontario Court of Justice in 1995. She presided at the Metro North courthouse for eight years, and a further eight years in Metro East where she also served as Local Administrative Judge. In September 2011, she was appointed to the position of Regional Senior Justice for the Toronto Region.

Her Worship Diane M. McAleer, Regional Senior Justice of the Peace

Please refer to the bio for Her Worship Diane M. McAleer in the Core Committee section on page 22.

Kathy Narraway

Kathy Narraway, of Toronto, retired in 2008 after more than 30 years with the Peel Board of Education. Prior to this, she was the Principal and Vice Principal at Glenforest Secondary School, Vice-Principal at Bramalea Secondary School, Director/Assistant Director of Continuing Education, and Math Head at Central Peel Secondary School. Ms. Narraway was a former Board Member at Our Place Peel (a youth shelter), was a Board member and President of the Oxbow Community Club and continues on the Sports Advisory Board for the Peel Board of Education. Her long-standing community involvement includes volunteering with the Triangle Prom for Queer Youth, coaching basketball, and organizing annual fundraising/community dances for the Youth Crisis Line. She holds a Bachelor of Education from the University of Toronto and a Bachelor of Science from Queen's University.

W.P. (Bill) Petrie

Bill Petrie, of Toronto, was appointed as a member of the Justices of the Peace Appointments Advisory Committee in April 2011. Mr. Petrie is a Partner in Sagebrush Business Concepts, a Sales and Marketing Agency based in Toronto. Sagebrush provides business to business marketing consulting, analyzing markets and establishing sales strategies. As well, it works with new businesses or businesses in transition to source clients, specifically amongst Fortune 500 firms in the United States. Mr. Petrie is also the former President of the Information Technology Association of Canada in Ontario and has worked extensively in the Venture Capital Industry. He has also had experience heading sales and marketing in medium-sized businesses. Mr. Petrie has a long history of activity in Scouting, as well as coaching minor soccer and baseball. He is a graduate of the Schulich School of Business (MBA) and Queen's University (BA).

West Regional Committee

Gary Baxter

Gary Baxter, of LaSalle, was appointed as a member of the Justices of the Peace Appointments Advisory Committee in June 2011. Mr. Baxter graduated from the Ivey Business School at the University of Western Ontario in 1980 and began a successful career in the Canadian banking industry before embarking on an entrepreneurial journey that saw him leading a venture capital firm and ultimately forming the Phoenix Media Group Inc. in 1994. Phoenix Media Group published weekly community newspapers and over the years expanded into magazines and specialty publications. By 2007, the company had grown to become the largest independent publisher in Ontario before being sold to CanWest Media Works.

Mr. Baxter has always maintained a keen interest in his community and over the years has served on the boards of many arts, cultural and business groups.

Mr. Baxter also served on the municipal council of the Town of LaSalle for the past 13 years. First elected as a councillor in 1997, he most recently served as the Mayor until leaving politics in 2010. During his tenure as Mayor, Mr. Baxter initiated the largest capital infrastructure programme in the history of LaSalle by working effectively with representatives of the provincial and federal governments to secure the necessary funding.

Mary Louise Dagenais

Mary Dagenais, of Windsor, was a member of the Justices of the Peace Appointments Advisory Committee until March 2011. Ms. Dagenais manages the Elsdon Medicine Professional Corporation. She is President of the Windsor Branch of Save the Children Canada and a member of the Fund Raising Committee of Family Respite Services. Ms. Dagenais has also been a member of the Advisory Board of the Windsor Centre for the Creative Arts and a fundraiser for the Alzheimer Society of Windsor and Essex County.

Samira El-Hindi

Samira El-Hindi is an independent and successful businesswoman and mother of two, who has committed her time, resources and entrepreneurial skills to numerous philanthropic and charitable causes. She has worked on issues involving children, poverty, education, domestic violence, small business training and interfaith dialogue. She enjoys a stellar reputation in Southwestern Ontario, and is an extremely organized and successful fundraiser for over 20 separate entities, and has done so for the last decade.

Ms. El-Hindi is a board member at St. Joseph Healthcare Foundation and chairs the Women's Leadership Council. She is also a board member for Meals On Wheels, and has delivered meals to the elderly for the past seven years. She is past Executive Director for WEBB (Women Engaging in Bridge Building).

Ms. El-Hindi has effectively led the fundraising aspects for several social organizations including Wraparound, London Muslim Mosque, Big Sisters, Y for The Kids, and Braz for The Cause. Her humanitarian efforts stretched beyond the city boundaries through her crusade "Passion For Sudan" when she travelled to Sudan in early 2007 with a group of London women.

Doug Ferguson

Doug Ferguson, of London, was appointed in 2003 as Director of Community Legal Services (CLS) and Adjunct Professor at the Faculty of Law of The University of Western Ontario. Students at CLS, under the supervision of lawyers, provide legal services to low income persons in the London community in the areas of criminal law, small claims court, landlord and tenant, wills and powers of attorney, mediation, immigration, and public legal education.

A 1981 graduate of Western Law, Mr. Ferguson attended the University of Ottawa where he earned his Bachelor of Administration degree in 1977 and his Bachelor of Commerce (Honours) degree in 1978. He was called to the Ontario Bar in 1983 and joined the law firm of Bitz, Szemenyei, Ferguson & MacKenzie LLP (now Szemenyei MacKenzie Godin LLP) in 1988. Mr. Ferguson's practice areas included civil litigation, wills and estates, and tax law.

From 1994 to 2003, Mr. Ferguson acted as a Federal Crown Attorney for tax prosecutions conducted by the Canada Revenue Agency. He taught Civil Procedure at the Bar Admission Course in London for many years and served as a presiding member of the Consent and Capacity Board for the Ontario Ministry of Health from 1989 to 1998 and from 2004 to 2008.

In 2009, Mr. Ferguson was awarded the Alumnus of Distinction Award by the Western Law Alumni Association. He was elected as a member of the Ontario Bar Association Council in 2010.

Her Worship Bridget Forster, Regional Senior Justice of the Peace

Her Worship Bridget Forster became a member of the Justices of the Peace Appointments Advisory Committee in July 2011. Her Worship Forster was appointed as a part-time justice of the peace in 1995, serving the community needs in the Mount Forest area. She was reappointed full-time in 1997, working in Newmarket, primarily at the Telewarrant Centre. In 2001, she transferred to the West Region, working in various court locations across the region, presiding in court and acting as Local Administrative Justice of the Peace. Her Worship was appointed to the position of Regional Senior Justice of the Peace for the West Region on July 19, 2011.

The Honourable Regional Senior Justice Kathleen McGowan

Justice Kathleen McGowan received her LL.B. from the University of Western Ontario in 1975 and was called to the Bar in 1977. She served as an Assistant Crown Attorney in Middlesex County from 1977 to 1986 and as a Crown Attorney in Elgin County (the first female Crown Attorney in Ontario) from 1986 to 1990. Justice McGowan was appointed to the Ontario Court of Justice in 1990. She acted as the Local Administrative Judge for St. Catharines from 1993 to 1997 and for London from 2004 to 2008. In May 2008, she was appointed Regional Senior Justice of the West Region. Justice McGowan has participated at the executive level of both the Ontario Conference of Judges and the Canadian Association of Provincial Court Judges and remains active on committees of both associations. She currently sits on the Chief Justice's Executive Committee and is Chair of the Ontario Court of Justice Design Standards Committee.

Mary McLaughlin, West Regional Lead

Mary McLaughlin, of London, is President and Partner of Excalibur Communications, where she specializes in strategic communications, crisis communications and government relations. Earlier in her career, she served as a senior executive in a national financial corporation and a major crown corporation before co-founding the Canadian Landmine Foundation. Ms. McLaughlin's current community involvement includes serving as Chair of the Board of King's University College at the University of Western Ontario. Ms. McLaughlin formerly served as Chair of St. Jerome's University at the University of Waterloo and as a member of the Ministerial Advisory Committee on Appointments to the Immigration and Refugee Board. She is a recipient of the Canada 125 Medal.

His Worship Stewart Taylor, Regional Senior Justice of the Peace

His Worship Stewart Taylor was a member of the Justices of the Peace Appointments Advisory Committee until June 2011. His Worship Taylor was appointed to the justice of the peace bench in August 2001. In June 2008, he was appointed as the Regional Senior Justice of the Peace for West Region. Prior to his appointment, he was a public school principal, councillor and Mayor of Owen Sound.

Eileen Viola

Eileen Viola, of Bright's Grove, was a teacher from 1968 to 2001 with various school boards including the Lambton-Kent Board of Education, Peel County Board of Education and the Sudbury Board of Education. She is currently a pianist with the Bluewater Health Music Therapy Program. Ms. Viola is a former member of the Ontario Secondary School Teachers' Federation and the Ontario Modern Language Teachers' Association. She holds a Master of Education from the University of Windsor. Retired since 2001, she spends time on gardening, learning a third language, duplicate bridge, and extensive travel.

Appendix C
APPLICATION FORM

JUSTICE OF THE PEACE APPOINTMENT APPLICATION FORM
FILING INSTRUCTIONS
September 2010

Please read carefully before completing.

The Justices of the Peace Appointments Advisory Committee ("Committee") welcomes the interest of qualified persons seeking appointment as a justice of the peace.

The Committee's responsibility under the *Justices of the Peace Act* is to classify candidates for appointment as "Not Qualified", "Qualified" or "Highly Qualified". Classifications will be based on a thorough review and evaluation process. The evaluation process may or may not include an interview. Classifications are reported to the Attorney General, who recommends candidates for Order-in-Council appointments to the Ontario Court of Justice.

An application will be considered only if it is typed/word processed.

All applications, whether sent by courier, mail or hand delivery, **must** be sent to:

The Coordinator
Justices of the Peace Appointments Advisory Committee
c/o Ministry of Government Services Mail Delivery
77 Wellesley St. W., Room M2B-88
MacDonald Block, Queen's Park
Toronto, ON M7A 1N3

Candidates shall provide **ONLY** the supporting material specified in the application form and filing instructions. **NO other material, such as reference letters, resumes, or correspondence with the Committee, shall be considered as a means for advancing your classification.** (See Frequently Asked Questions for further information.)

All information collected will be kept in confidence by the Committee. The Committee may wish to obtain information from other sources. In making these inquiries, every effort will be made to maintain confidentiality.

Applications received after the published cut-off date for receipt of applications will be reviewed and evaluated by the Committee as part of the evaluation process for the next classification period.

Please note that when requested, candidates will be required to provide permission for the Committee to conduct various security and disclosure checks.

Candidates for appointment as a justice of the peace who are or have been members of a professional organization are required to permit disclosure by the organization to the Committee or to the Attorney General of any complaints, charges, insurance or compensation claims made against them to that organization.

FILING INSTRUCTIONS CONTINUED:

Before you submit your application:

- Read the Frequently Asked Questions found on the Committee's website at www.attorneygeneral.jus.gov.on.ca/jpac-en.
- Provide all information requested on the application form.
- Sign the Authorization at the end of the application form.
- Ensure that you indicate the region(s) which you wish to be considered to serve as a justice of the peace. If you are applying to more than one region, all base courts should be indicated on the same form.
- Submit the application on 20 lb. white bond paper and type using Times New Roman or Arial Font, with a regular Font style at an 11 pt. font size.
- Remove the filing instruction pages and the General Selection Criteria and submit the application form, beginning on page 1.
- Make the required copies of the application form. You must submit the **signed original plus 8 signed copies for each region to which you are applying.**
- If applicable, attach **one** copy of your degree, diploma or official transcript to the back of the **signed original** application form you are submitting. You are not required to make copies of your scholastic credentials.
- Staple each copy of the application form in the top left hand corner.
- Place all copies in one large envelope or box.

DO NOT:

- Include letters of reference, resumes or any other materials or documents other than those specified in the filing instructions or application form.
- Embellish your application by using coloured ink or highlights.
- Submit your application on coloured paper.
- Bind or fasten each application form, or use tab corners, or put each application in a folder or place each application in a separate envelope or use comes binding.

GENERAL SELECTION CRITERIA FOR EVALUATING CANDIDATES

Skills and Abilities

- Skills, experience and/or education relevant and transferable to the work of a justice of the peace
- Sound practical judgment
- A high level of achievement in the area(s) of paid or volunteer work
- An awareness of, interest in and understanding of the role of a justice of the peace
- Strong intellectual, analytical and decision-making abilities
- Strong listening skills
- Strong written and oral communication skills in English, or where applicable, English and French
- Ability to work independently, managing time and heavy workload without supervision
- Ability to make sound and timely judgments
- Ability to keep an open mind while hearing all sides of an argument
- Capacity to handle stress, pressures and isolation of the judicial role
- Strong, dignified interpersonal skills
- Computer skills
- Ability and willingness to learn
- Ability to travel as required
- Ability to present a clear, concise and well-written application document that is reflective of the candidate's interest and ability
- Bilingual ability (may be required in some base court locations)

Personal Characteristics

- Politeness, compassion, empathy and respect for the essential dignity of all persons
- Moral courage and high ethics
- Patience
- Punctuality and good regular work habits
- A reputation for integrity and fairness
- An absence of partisanship and authoritarian tendencies
- Courtesy
- Honesty
- Reliability and preparedness
- Not involved in serious, unresolved professional complaints/claims, civil actions or financial claims including proposals to creditors or family support arrears or bankruptcy

Community Awareness

- Keen interest in people and humanity
- A demonstrated commitment to community service
- Awareness of and an interest in regional and social issues that give rise to cases coming before the courts

In its review process, the Committee recognizes the importance of reflecting the diversity of Ontario's population in appointments of justices of the peace as is required by Section 2.1 (12) 6 of the Justices of the Peace Act.

JUSTICE OF THE PEACE APPOINTMENT APPLICATION FORM
CONFIDENTIAL
CLASSIFICATION PERIOD JUNE 1, 2011 – MAY 31, 2013

1. **CANDIDATE INFORMATION**

Surname:

Given Names:

Will you be under 65 years of age as of May 31, 2013? [1] Yes ☐ *Please see footnote*

Male ☐ **Female** ☐
(Optional)

Residential Address:
Number, Street, Suite

City, Province & Postal Code

Telephone: Area Code & Number

Alternative Telephone Number, e.g. Cell Phone

Business Address:
(if applicable)
Number, Street, Suite

City, Province & Postal Code

Telephone: Area Code & Number & Extension

E-Mail Address:

I am applying to more than one region: Yes ☐ No ☐

Have you previously submitted a Justice of the Peace Appointment Application Form?
Yes ☐ No ☐

If yes, when? [2]

How did you hear about the application process?

[1] The Committee does not classify candidates over 65 years of age as of May 31, 2013 as it is not likely to be in the interest of the Administration of the Justice System of the Ontario Superior Court of Justice to have Justices of the Peace with short terms of office. Section 4.1 of the *Justices of the Peace Act* provides that justices of the peace shall retire from the office on the last day of the month 65 years before the month in which they were born. Section 4.2 of the *Justices of the Peace Act* provides that a justice of the peace who is 65 years of age or older may continue in the office of justice of the peace if he or she is commissioned to perform duties for a period of time not exceeding five years.

[2] Your previous classification is effective for a two-year period. If your classification is current as at May 31, 2011, you may re-apply for the classification period commencing September 2013. By applying in September 2012 you will allow you to have a classification from June 1, 2013 to May 31, 2015.

2. REGION(S) TO WHICH APPLICATION IS MADE

Check the boxes below to indicate the region(s) and "base county(ies)" within the region(s) you are applying to.

Ontario is divided into seven judicial regions. Justices of the peace are required to travel frequently within their region and occasionally across the province as directed by the Regional Senior Judge or Regional Senior Justice of the Peace.

If you wish to apply to more than one region, you should be aware that your knowledge of regional and social issues that give rise to cases coming before the courts in each region applied to will be considered. If you have decided to apply to more than one region, you must indicate those regions on the same form. Your selection will apply for the duration of the classification period (June 1, 2011 - May 31, 2016). Please note that successful applicants will be responsible for any relocation costs.

☐ **CENTRAL WEST REGION:**

☐ Brampton	☐ Hamilton	☐ Orangeville	☐ Welland
☐ Brantford / Cayuga / Simcoe	☐ Milton	☐ St. Catharines	

☐ **WEST REGION:**

☐ Chatham	☐ Kitchener	☐ Sarnia	☐ Walkerton
☐ Goderich	☐ London	☐ St. Thomas	☐ Windsor
☐ Guelph	☐ Owen Sound	☐ Stratford	☐ Woodstock

☐ **CENTRAL EAST REGION:**

☐ Barrie	☐ Cobourg	☐ Newmarket	☐ Oshawa
☐ Bracebridge	☐ Lindsay	☐ Orillia	☐ Peterborough

☐ **EAST REGION:**

☐ Belleville	☐ Kingston	☐ Ottawa	☐ Pictou
☐ Brockville	☐ L'Orignal	☐ Pembroke	
☐ Cornwall	☐ Napanee	☐ Perth	

☐ **TORONTO REGION**

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[1] Please find the meaning of "base county" in the Frequently Asked Questions.

Continued on next page

REGION(S) TO WHICH APPLICATION IS MADE (cont'd)

☐ **NORTHEAST REGION:**

☐ Cochrane	☐ Haileybury	☐ Parry Sound	☐ Sudbury
☐ Gore Bay	☐ North Bay	☐ Sault Ste. Marie	☐ Timmins

☐ **NORTHWEST REGION:**

☐ Dryden	☐ Fort Frances	☐ Kenora	☐ Thunder Bay

3. LANGUAGES

Please note: The official languages of the courts of Ontario are English and French. You may be required to perform a language proficiency test in the language or languages in which you indicate proficiency.

Do you have a high degree of proficiency to read, write and speak English? Yes ☐ No ☐

Do you have a high degree of proficiency to read, write and speak French? Yes ☐ No ☐

4. QUALIFICATION FOR CONSIDERATION

Please check box to confirm qualification.

☐ I hereby certify that I have performed paid or volunteer work equivalent to at least 10 years of full time experience.[1]

5. EDUCATION QUALIFICATION

a. Please provide an outline of your formal **secondary** education, including dates attended, location, name of institution, and diploma obtained.

[DIPLOMA]
[INSTITUTION]
[CITY, PROVINCE, COUNTRY]
[DATE]

---

[1] In accordance with the *Justices of the Peace Act*, section 2.1(10).

Continued on next page

b. Please provide an outline of your formal **post-secondary** education in the appropriate section(s) below and attach a copy of any post-secondary degree or diploma you have earned **or** an official transcript **or** an explanation of why neither is available.

Check one or more that apply:

To list multiple degrees or diplomas, copy and paste the fields as shown within the relevant section.

☐ I have a university degree:

[DEGREE (PROGRAM)]
[INSTITUTION]
[CITY, PROVINCE, COUNTRY]
[DATE]

☐ I have a diploma or advanced diploma granted by a college of applied arts and technology following completion of a program that is the equivalent in class hours of a full-time program of at least four academic semesters:

[DIPLOMA/PROGRAM]
[INSTITUTION]
[CITY, PROVINCE, COUNTRY]
[DATE]

☐ I have been granted by a post-secondary institution, other than a college of applied arts and technology or a university, a diploma, certificate or other document evidencing successful completion of a program that can reasonably be considered to be equivalent to a program offered by a college of applied arts and technology and described above:

[PROGRAM]
[INSTITUTION]
[CITY, PROVINCE, COUNTRY]
[DATE]

☐ I have a degree from an institution, other than a university, that is authorized to grant the degree,

- ☐ under the *Post-secondary Education Choice and Excellence Act, 2000*;
- ☐ under a special Act of the Assembly that establishes or governs the institution; or
- ☐ under legislation of another province or territory of Canada.

[PROGRAM]
[INSTITUTION]
[CITY, PROVINCE, COUNTRY]
[DATE]

☐ I do not have a degree, diploma, certificate or other document evidencing successful completion of a post-secondary program that is the equivalent in class hours of a full-time program of at least four academic semesters. **If you have checked this box, please continue to Section 5c.**

c. If you **do not** have a degree, diploma, certificate or other document evidencing successful completion of a post-secondary program, but have completed a program designated as an equivalency under subsection 2.1(10) of the *Justices of the Peace Act*, please check the box below and specify the type of equivalency program you have completed.

☐ I have successfully completed a program designated as an equivalency under subsection (10) of the *Justices of the Peace Act* (see below).

Equivalency provision

(10) For the purposes of clause (1)(c.1), the Attorney General may designate programs that involve training in the justice system, including programs designed to enhance diversity in the justice system, as programs that meet the educational equivalency, and shall make the list of programs so designated public.

[PROGRAM]
[INSTITUTION]
[CITY, PROVINCE, COUNTRY]
[DATE]

d. If you **do not** have a degree, diploma, certificate or other document evidencing successful completion of a post-secondary program and you are applying under subsection 2.1(17) of the *Justices of the Peace Act*, please check the box below and explain how your experiential learning directly relates to the role of a justice of the peace.

☐ I meet the equivalency requirement set out in subsection (17) of the *Justices of the Peace Act* (see below).

Exceptional qualifications

(17) For the purposes of clause (15) (a), a candidate may be considered to have met the equivalency requirement if he or she clearly demonstrates exceptional qualifications, including life experience, but does not have the educational requirements set out in clauses (15) (a) to (d).

[PLEASE DESCRIBE YOUR "EXCEPTIONAL QUALIFICATIONS" AND EXPLAIN HOW THEY ARE RELEVANT TO THE ROLE OF A JUSTICE OF THE PEACE]

e. **Academic Recognition/Scholastic Awards**

Please list significant recognition or awards related to scholastic pursuits.

f. Continuing Education

Please list significant additional achievements and/or certificates earned, including dates attended, location and name of institution.

DATE (MM/YY)	LOCATION	INSTITUTION	ACHIEVEMENT/CERTIFICATE

*You may add and delete table rows as necessary. To add a row, place the cursor in the last cell of the table and hit the Tab key. The Delete Rows function can be accessed by right-clicking your mouse anywhere within a table.

g. Employment-Related Training

Please list any relevant employment-related training, including dates, positions, employer and a description of the training.

DATE (MM/YY)	POSITION (TITLE, EMPLOYER)	TRAINING

8. EMPLOYMENT HISTORY

Please provide a detailed account of your work experience, starting with the **most recent**.

FROM (MM/YY)	TO (MM/YY)	POSITION	EMPLOYER	LOCATION (CITY, PROVINCE, COUNTRY)
KEY RESPONSIBILITIES: •				
FROM (MM/YY)	TO (MM/YY)	POSITION	EMPLOYER	LOCATION (CITY, PROVINCE, COUNTRY)
KEY RESPONSIBILITIES: •				
FROM (MM/YY)	TO (MM/YY)	POSITION	EMPLOYER	LOCATION (CITY, PROVINCE, COUNTRY)
KEY RESPONSIBILITIES: •				
FROM (MM/YY)	TO (MM/YY)	POSITION	EMPLOYER	LOCATION (CITY, PROVINCE, COUNTRY)
KEY RESPONSIBILITIES: •				
FROM (MM/YY)	TO (MM/YY)	POSITION	EMPLOYER	LOCATION (CITY, PROVINCE, COUNTRY)
KEY RESPONSIBILITIES: •				
FROM (MM/YY)	TO (MM/YY)	POSITION	EMPLOYER	LOCATION (CITY, PROVINCE, COUNTRY)
KEY RESPONSIBILITIES: •				

*You may add and delete table rows as necessary. To add a row, place the cursor in the last cell of the table and hit the Tab key. The Delete Rows function can be accessed by right-clicking your mouse anywhere within a table.

7. COMMUNITY SERVICE AND CIVIC AWARENESS

a. Please provide a detailed account of your community, civic and volunteer experience, including the names and dates of your involvement for each organization, starting with the **most recent**.

FROM (MM/YY)	TO (MM/YY)	POSITION, ORGANIZATION	LOCATION (CITY, PROVINCE, COUNTRY)
NATURE OF INVOLVEMENT:			
FROM (MM/YY)	TO (MM/YY)	POSITION, ORGANIZATION	LOCATION (CITY, PROVINCE, COUNTRY)
NATURE OF INVOLVEMENT:			
FROM (MM/YY)	TO (MM/YY)	POSITION, ORGANIZATION	LOCATION (CITY, PROVINCE, COUNTRY)
NATURE OF INVOLVEMENT:			
FROM (MM/YY)	TO (MM/YY)	POSITION, ORGANIZATION	LOCATION (CITY, PROVINCE, COUNTRY)
NATURE OF INVOLVEMENT:			
FROM (MM/YY)	TO (MM/YY)	POSITION, ORGANIZATION	LOCATION (CITY, PROVINCE, COUNTRY)
NATURE OF INVOLVEMENT:			
FROM (MM/YY)	TO (MM/YY)	POSITION, ORGANIZATION	LOCATION (CITY, PROVINCE, COUNTRY)
NATURE OF INVOLVEMENT:			

*You may add and delete table rows as necessary. To add a row, place the cursor in the last cell of the table and hit the Tab key. The Delete Rows function can be accessed by right-clicking your mouse anywhere within a table.

b. Please give examples of regional and racial issues that might give rise to cases coming before the courts in the region(s) to which you have applied.

8. INTEREST, UNDERSTANDING AND PREPARATION

a. Please state the reasons for your interest in being appointed a justice of the peace.

b. Please explain why you are interested in serving as a justice of the peace in the region(s) you have selected.

c. Please explain how you have gained an understanding of the role of a justice of the peace. Please be specific. Where applicable, provide your sources for information, as well as the locations, dates and the type of court observed.

9. RELEVANT EXPERIENCE

Consider the various roles and responsibilities of a justice of the peace as you understand them. Specifically relate how relevant aspects of your education, skills, experience and character would enable you to fulfill these responsibilities.

10. MEMBERSHIP AND/OR PARTICIPATION IN PROFESSIONAL ASSOCIATIONS

Please provide information on your membership in any professional associations. Briefly describe your involvement and the length of time of such involvement.

FROM (MM/YY)	TO (MM/YY)	ROLE	ASSOCIATION

You may add additional rows as necessary. To add a row, place the cursor in the last cell of the table and hit the Tab key. The Delete Rows function can be accessed by right-clicking your mouse anywhere within a table.

11. RECOGNITION/AWARDS

Please provide information on any employment or community-related recognition or awards.

DATE (MM/YY)	ORGANIZATION	RECOGNITION/AWARD

12. PUBLICATIONS

Please list any materials you have authored and published. The publications you list here need not be confined to writings on legal topics.

DATE (MM/YY)	TITLE	PUBLICATION

13. PERSONAL AND OTHER MATTERS

a. Please advise if you:

have ever been found guilty of any offence by a court for which a pardon has not been received

Yes ☐ No ☐

are currently involved in any civil litigation;

Yes ☐ No ☐

are in default of a family support obligation;

Yes ☐ No ☐

have ever declared bankruptcy that has not been discharged;

Yes ☐ No ☐

are in arrears with Revenue Canada or a similar provincial agency;

Yes ☐ No ☐

are the subject of any current court order;

Yes ☐ No ☐

have ever been the subject of a claim, complaint, review, suspension, sanction or any disciplinary action by an organization.

Yes ☐ No ☐

b. If you answered yes to any of these questions, please provide a detailed explanation.

c. Please advise if there is anything in your past or present that could reflect negatively on you or the Ontario Court of Justice and which should be disclosed. If there is nothing, then please so advise.

14. TRAVEL AND JUDICIAL DUTIES

Assignments for justices of the peace are at the discretion of the Regional Senior Judge or Regional Senior Justice of the Peace. Justices of the peace may be required to sit in varying locations across the region to which they are appointed or, occasionally, elsewhere in the province. This may involve holding hearings in premises with varying degrees of accessibility. While most duties fall within a regular business day, a justice of the peace is on duty 24 hours per day, and may be required to work at any time of the day and on weekends or holidays.

If you have any limitations on when and where you are prepared or able to work, please indicate below. If there are no limitations, then please so advise.

15. COMPUTER SKILLS

On appointment, each justice of the peace is equipped with a computer. You are expected to have basic computer skills. Please indicate your level of skill:

☐ None ☐ Basic ☐ Advanced ☐ Expert

16. OPTIONAL

If you wish to provide any pertinent supplemental information about your background that will assist the Committee, please do so in the space below.

[1] The JPAAC's policies and processes for review and evaluation of candidates are in compliance with accessibility provisions under the *Ontarians with Disabilities Act*.

17. REFEREES

PLEASE DO NOT SUBMIT REFERENCE LETTERS. Your referees must include one or more persons who have had direct and recent experience with your participation in community activities and one or more who have had direct and recent experience with your professional work. Please provide two "work related" and two "non work related" names of YOUR referees.

All information will be kept in confidence by the Committee. The Committee may wish to obtain information from other sources. In making these inquiries, every effort will be made to maintain confidentiality. The Committee may or may not contact your referees.

You must provide current residential and business telephone numbers for all referees.

WORK RELATED:

1. Name:

   Title and Company:

   Address:

   Business No./Area Code: - - ext.

   Residential No./Area Code: -

   Nature of Relationship to Applicant:

2. Name:

   Title and Company:

   Address:

   Business No./Area Code: - - ext.

   Residential No./Area Code: -

   Nature of Relationship to Applicant:

NON WORK RELATED:

3. Name:

   Occupation:

   Address:

   Business No./Area Code: - - ext.

   Residential No./Area Code: - -

   Nature of Relationship to Applicant:

4. Name:

   Occupation:

   Address:

   Business No./Area Code: - - ext.

   Residential No./Area Code: - -

   Nature of Relationship to Applicant:

AUTHORIZATION/ATTESTATION

I, _____, hereby authorize the Justices of the Peace Appointments Advisory Committee to make discreet inquiries with respect to my suitability and qualifications for appointment as a justice of the peace at the appropriate stage of the Committee's deliberations.

I, _____, attest that the information provided in this Application is accurate, and that this Application has been authored and submitted by me.

I, _____, understand that failure to complete the Application according to the instructions could result in the rejection of my Application.

_____ Date: YYYY-MM-DD
Signature

Appendix D

POLICIES AND PROCEDURES

September 2010 Version (Prior to August 2, 2011)

Application Form

The Justices of the Peace Appointments Advisory Committee advertises once per year for applications from interested applicants.

Applications must be received by the closing date and will be kept on file for the duration of the classification period. Applicants must complete the current prescribed Justice of the Peace Appointment Application Form and submit the signed original plus eight (8) signed copies for each region to which they are applying to:

The Coordinator
Justices of the Peace Appointments Advisory Committee
c/o The Ministry of Government Services Mail Delivery
77 Wellesley St. W., Room M2B-88
MacDonald Block, Queen's Park
Toronto, ON M7A 1N3
Tel: 416-326-4957

Applications will only be considered if typed/word processed.

Applicants must resubmit the relevant amended page from the Justice of the Peace Appointment Application Form when there is a change in personal or referee contact information. The amendments should be submitted under cover of a letter indicating the nature of the change.

Applicants are asked to provide the names and contact information of four (4) referees. Applicants must submit only the supporting material specified in the application form. No other material, including reference letters, will be considered by the Committee.

Communication with the Committee

All communication from applicants is to be made through the JPAAC Coordinator. It is not appropriate to contact members of the Committee at any stage of the application and evaluation process.

Review and Interview Process

Applicants may be selected for an interview based on the review and evaluation of a completed application form.

The interview panel will consist of at least four (4) Committee members, at least one of whom is a lay member for the region to which the applicant is applying and another of whom is a judge or justice of the peace.

Where a region grants an interview to an applicant that has applied for more than one region, there will be a judicial member and a lay member representing each region to which the applicant has applied on the interview panel.

Language Proficiency Testing

Applicants who have been selected for an interview may be required to undergo standardized language proficiency testing in the language(s) in which they indicate proficiency. Applicants are not advised of the results of the language proficiency testing.

Reference Checks and Discreet Inquiries

Committee members may undertake reference checks or discreet inquiries as part of the process.

Classification Process

Applicants are classified as Not Qualified, Qualified, or Highly Qualified.

An applicant's classification is in effect from the 1st day of June following the submission of the application and continues for two years ending on the 31st day of May. As is the practice with similar committees in Canada, applicants will not be notified of their classification.

Confidentiality

An applicant's personal information will be treated by the Committee as confidential except to the extent as is necessary for the Committee to perform its duties.

August 2011 Version

Application Form

The Justices of the Peace Appointments Advisory Committee advertises for applications for vacant justice of the peace positions upon the request of the Attorney General.

Applications must be received by the closing date in order to be considered. Candidates must complete the current prescribed Justice of the Peace Appointment application form and submit the signed original plus eight (8) signed copies to:

The Coordinator
Justices of the Peace Appointments Advisory Committee
c/o The Ministry of Government Services Mail Delivery
77 Wellesley St. W., Room M2B-88
MacDonald Block, Queen's Park
Toronto, ON M7A 1N3
Tel: 416-326-4957

Applications will only be considered if typed/word processed.

Candidates must resubmit the relevant amended page from the Justice of the Peace Appointment Application Form when there is a change in personal or referee contact information. The amendments should be submitted under cover of a letter indicating the nature of the change.

Candidates are asked to provide the names and contact information of four (4) referees. Candidates must submit only the supporting material specified in the application form. No other material, including reference letters, will be considered by the Committee.

Communication with the Committee

All communication from candidates is to be made through the JPAAC Coordinator. It is not appropriate to contact members of the Committee at any stage of the application and evaluation process.

Review and Interview Process

Candidates may be selected for an interview based on the review and evaluation of a completed application form.

The interview panel will consist of at least four (4) Committee members, at least one of whom is a lay member from the region of the base court to which the candidate is applying and another of whom is a judge or justice of the peace.

Language Proficiency Testing

Candidates who have been selected for an interview may be required to undergo standardized language proficiency testing in the language(s) in which they indicate proficiency. Candidates are not advised of the results of the language proficiency testing.

Reference Checks and Discreet Inquiries

Committee members may undertake reference checks and/or discreet inquiries as part of the process.

Classification Process

Candidates are classified as Not Qualified, Qualified or Highly Qualified.

As is the practice with similar committees in Canada, candidates will not be notified of their classification.

Confidentiality

A candidate's personal information will be treated by the Committee as confidential except to the extent as is necessary for the Committee to perform its duties.

Appendix E

QUALIFICATIONS AND SELECTION CRITERIA FOR A JUSTICE OF THE PEACE IN ONTARIO

Minimum qualifications for consideration for an appointment as a justice of the peace are set out in s. 2.1(15), (16) and 17 of the *Justices of the Peace Act*, as follows:

Qualification

(15) A candidate shall not be considered by the Justices of the Peace Appointment Advisory Committee unless he or she has performed paid or volunteer work equivalent to at least 10 years of full-time experience and,

(a) has a university degree;
(b) has a diploma or advanced diploma granted by a college of applied arts and technology or a community college following completion of a program that is the equivalent in class hours of a full-time program of at least four academic semesters;
(c) has a degree from an institution, other than a university, that is authorized to grant the degree,
  (i) under the *Post-secondary Education Choice and Excellent Act*, 2000
  (ii) under a special Act of the Assembly that establishes or governs the institution, or
  (iii) under legislation of another province or territory of Canada;
(d) has successfully completed a program designated as an equivalency under subsection (16); or
(e) meets the equivalency requirement set out in subsection (17). 2006, c. 21, Sched. B, s. 3.

Equivalency programs

(16) For the purposes of clause (15) (d), the Attorney General may designate programs that involve training in the justice system, including programs designed to enhance diversity in the justice system, as programs that meet the educational equivalency, and shall make the list of programs so designated public. 2006, c. 21, Sched. B, s. 3.

Exceptional qualifications

(17) For the purposes of clause (15) (e), a candidate may be considered to have met the equivalency requirement if he or she clearly demonstrates exceptional qualifications, including life experience, but does not have the educational requirements set out in clauses (15) (a) to (d). 2006, c. 21, Sched. B, s. 3.

General Selection Criteria For Evaluating Candidates

In addition, the *Act* requires the Justices of the Peace Appointments Advisory Committee to develop general selection criteria. The following have been adopted by the Committee:

Skills and Abilities

- Skills, experience and/or education relevant and transferrable to the work of a justice of the peace
- Sound practical judgment
- A high level of achievement in the area(s) of paid or volunteer work

- An awareness, interest in and understanding of the role of a justice of the peace
- Strong intellectual, analytical and decision-making abilities
- Strong listening skills
- Strong written and oral communication skills in English, or where applicable, English and French
- Ability to work independently, managing time and heavy workload without supervision
- Ability to make sound and timely judgments
- Ability to keep an open mind while hearing all sides of an argument
- Capacity to handle stress, pressures and isolation of the judicial role
- Strong, dignified interpersonal skills
- Computer skills
- Ability and willingness to learn
- Ability to travel as required
- Ability to present a clear, concise and well-written application document that is reflective of the candidate's interest and ability
- Bilingual ability (may be required in some base court locations)

Personal Characteristics

- Politeness, compassion, empathy and respect for the essential dignity of all persons
- Moral courage and high ethics
- Patience
- Punctuality and good regular work habits
- A reputation for integrity and fairness
- An absence of pomposity and authoritarian tendencies
- Courtesy
- Honesty
- Reliability and preparedness
- Not involved in serious, unresolved professional complaints/claims, civil actions or financial claims including proposals to creditors or family support arrears or bankruptcy

Community Awareness

- Keen interest in people and humanity
- A demonstrated commitment to community service
- Awareness of and an interest in regional and social issues that give rise to cases coming before the courts

Demographic

In its review process, the Committee recognizes the importance of reflecting the diversity of Ontario's population in appointments of justices of the peace as is required by Section 2.1 (12) 6 of the *Justices of the Peace Act*.

Appendix F

JPAAC ADVERTISEMENT FOR ALL REGIONS SEPTEMBER 2010

Ontario

JUSTICE OF THE PEACE
Ontario Court of Justice
Annual Advertisement

The Justices of the Peace Appointments Advisory Committee invites applications for Justice of the Peace appointments throughout the Province of Ontario.

A Justice of the Peace is an independent judicial officer who presides in court over various proceedings under federal and provincial statutes. Applicants must meet minimum qualifications as set out in the *Justices of the Peace Act*. In addition to reflecting the diversity of Ontario's population, applicants should also display the fundamental skills and abilities, personal characteristics and community awareness attributes set out in the Committee's General Selection Criteria.

The Justices of the Peace Appointments Advisory Committee reviews and evaluates applications and classifies candidates as "Not Qualified", "Qualified" or "Highly Qualified". Classifications are reported to the Attorney General, who recommends candidates for Order-in-Council appointments to the Ontario Court of Justice.

For further information about the position, including qualifications and General Selection Criteria, the regions of the province, and the filing requirements for submitting an application, please visit the Justices of the Peace Appointments Advisory Committee's website at **www.ontariocourts.on.ca/jpaac/en/**

Applications must be submitted on the **current** prescribed application form and received by **4:30 p.m. on Friday, October 22, 2010**.

Pour voir cette annonce en français, consulter le site Web du Comité à **www.ontariocourts.on.ca/jpaac/fr/advertisement.htm**